DOCUMENT RESUME

ED 179 787 CE 023 536

AUTHOR	Franklin, Paul L.
TITLE	The Comprehensive Employment and Training Act: A Guide for Educators.
INSTITUTION	College Entrance Examination Board, New York, N.Y.
PUB DATE	79
NOTE	116p.
AVAILABLE FROM	College Board Publications Orders, Box 2815, Princeton, New Jersey 08541 ($6.50)
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Administrative Organization; Economically Disadvantaged; Federal Programs; *Federal Regulation; Models; *Program Descriptions; *Program Development; Program Evaluation; Resources; Work Experience Programs
IDENTIFIERS	CETA Amendments 1978; *Comprehensive Employment and Training Act; Department of Labor

ABSTRACT

A description of the Comprehensive Employment and Training Act (CETA) precedes an examination of the CETA network. The three fold purpose of CETA is (1) to establish a flexible and decentralized system of federal, state, and local programs; (2) provide job-training and employment opportunities for the economically disadvantaged who are unemployed, underemployed, or attending secondary school; and (3) assure that training and other services will lead to maximum employment opportunities and enhance self-sufficiency. Further explanation of the network includes a description of the prime sponsors of CETA, with emphasis on the state. A model for CETA implementation is included. The Department of Labor's role is related to CETA including a summary of federal requirements for program evaluation and reporting. A description of Title III and its administration follows. Special attention is given to Youth Employment and Demonstration Programs as one of the more successful CETA activities. Suggestions for obtaining funding conclude this section. The second section is a collection of summaries of program ideas. The third section suggests resources for learning more about CETA and contact points within the network. A chart illustrating employment and training administration organization follows. A description of CETA, a list of contacts and prime sponsors, and further resource materials are appended. (F)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED179787

The Comprehensive Employment and Training Act: A Guide for Educators

Paul L. Franklin

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

"PERMISSION TO REPRODUCE THIS MATERIAL IN MICROFICHE ONLY HAS BEEN GRANTED BY

G. W. Gardner

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

CE 023 536

College Entrance Examination Board, New York, 1979

The College Board is a nonprofit membership organization that provides tests and other educational services for students, schools, and colleges. The membership is composed of more than 2,500 colleges, schools, school systems, and education associations. Representatives of the members serve on the Board of Trustees and advisory councils and committees that consider the programs of the College Board and participate in the determination of its policies and activities.

Copies of this report may be ordered from:
College Board Publication Orders,
Box 2815, Princeton, New Jersey 08541.

The price is $6.50.

Editorial inquiries about this report should be addressed to:
The College Board,
888 Seventh Avenue, New York, New York 10019.

Photo credits: Front cover: Bottom left, Hugh Rogers, from Monkmeyer Press; all others, Mimi Forsyth from Monkmeyer Press. Back cover, clockwise from left: Paul Conklin from Monkmeyer Press; Mimi Forsyth from Monkmeyer Press; Freda Leinwand from Monkmeyer Press.

Copyright © 1979 by College Entrance Examination Board.
All rights reserved. Printed in the United States of America.

Contents

Introduction 1

The CETA Network 6
- Prime Sponsors 6
- State as a Prime Sponsor 13
- United States Department of Labor's Regional Offices 17
- United States Department of Labor 18
- Policy Interpretation 18
- Evaluation and Reporting Requirements 19
- Administration of Title III 21
- Youth Employment and Demonstration Programs (YEDPA) 23
- Tips for Seeking CETA funding 24

CETA and Education Institutions: Some Program Ideas 28
- CETA and the Secondary Schools 28
- CETA and Postsecondary Institutions 31
- Summer Career Exploration Program 34
- PSE Title II combined Employment and Training Program 35
- Model for a Work Experience and Training Program 35
- Example of a Work Experience and Training Program 36
- Community College-Operated Assessment Program for CETA 36
- Sample Program Funded by Governor's 4 Percent Money 36
- Job Seekers' Workshops 37
- Short-Term Training Programs 37
- Sample Skill Training and Improvement Program (STIP). 37
- Another Governor's Grants Program 38

Resources and Contact Points within the CETA Network 39

Appendix A. Description of the Comprehensive Employment and Training Act (CETA) 44
Appendix B. Comparison of the 1978 CETA Reauthorization with the Original CETA Act by Major Elements 52
Appendix C. Contacts in All State Employment and Training Councils and Prime Sponsors 56
Appendix D. Resource Material. 109

Figure 1. Representative CETA Participant Flow Chart and Service Availability 11
Figure 2. Model of CETA Implementation Features in Prime Sponsorships . . 12
Figure 3. Employment and Training Administration Organization Chart . . . 41
Figure 4. Regional Administrators, Employment and Training Administration 42
Figure 5. Regional Operations Desk Supervisors: United States Department of Labor 43
Figure 6. States within Each CETA Region 43

Introduction

The Comprehensive Employment and Training Act (CETA) is a recently enacted piece of legislation that has had an impact on nearly every American community. The rationale behind CETA is that local labor markets differ in the degree of unemployment and the character of local institutions and in the composition of target population groups. Hence, local communities are in the best position to determine needs and to develop and administer manpower services and programs that will solve local employment problems.

CETA was reauthorized and extended in 1978, and its central features are enumerated below.

1. Basic decision-making authority over federal manpower program expenditures is lodged primarily with cities and counties with more than 100,000 people, or with consortia of cities and counties, designated as CETA prime sponsors. States are responsible for operating a balance-of-state program for the remaining small town and rural areas that are either geographically isolated from operating consortia or choose not to join a contiguous consortium.

2. The governor receives some discretionary funds for use in providing special statewide services; funds for operating a state employment and training council;[1] funds that are passed through to the state vocational education board to provide supplementary vocational education services; and, funds to establish linkages and relationships between CETA prime sponsors and education agencies and institutions.[2]

3. The United States Department of Labor also retains some discretionary monies to be used for research and evaluation, and to serve special national target groups such as Native Americans and migrant and seasonal farmworkers. Additionally, the Department of Labor retains considerable discretionary funds to finance national demonstration projects and research aimed at identifying exemplary programs and practices for dealing with youth employment problems.

4. Most CETA money is allocated by a formula that contains weights for such

---

1. The council is renamed in the 1978 CETA Reauthorization Act. It was previously called the state manpower services council.

2. The funds to establish prime sponsor-education linkages were added by the 1978 Reauthorization Act.

items as local unemployment rates, the number of low income people, and previous federal manpower expenditures within each area. Under the 1978 CETA Reauthorization Act, most of the allocations fall within the jurisdiction of three titles: Title II is primarily intended for a variety of training and work experience programs and includes a public service employment program aimed at structural unemployment specifically for the disadvantaged; Title IV includes the Job Corps and youth employment programs, the latter being authorized originally by the Youth Employment Demonstration Project Act of 1977 (YEDPA); and Title VI is a large countercyclical public service employment program added in late 1974 and reauthorized in 1978. Standards for eligibility of individual clients are specified for each title.

5. The Department of Labor, particularly through its 10 regional offices, retains a variety of supervisory duties and responsibilities, although its essential responsibility is to provide technical assistance to the designated local CETA jurisdictions, which are called prime sponsors.

A detailed description of the CETA Amendments of 1978 is given in Appendix A, and a comparison of the 1978 Reauthorization with the original CETA is given in Appendix B. Some of the education-related changes include the following.

1. Eligibility requirements for Title II read for the "...economically disadvantaged, and unemployed, underemployed or in-school" (emphasis added). The addition of in-school to Title II target audiences could allow for new mixes of Public Service Employment (PSE) and schooling -- more of the conventional work-study programs. It could also facilitate CETA-financed services for those in school and assessed as CETA-eligible. These services could include a wide array of counseling, job exploration and placement services, and perhaps even financial allowances. The federal regulations developed by the Department of Labor further define "in-school" and the levels of CETA program involvement appropriate for that new target audience. It is expected, however, that "in-school" will be defined as those enrolled full time (or expected to do so in the next quarter) in a secondary school, high school equivalency program, junior or community college, or public or private technical or trade school.

2. Title II includes an authorization for 1 percent of each state's allocations for that Title to go to governors to be used in encouraging and establishing linkages between prime sponsors and "designated educational agencies and institutions, and institutions providing training programs approved by the Secretary of Labor, and for services for eligible participants

delivered jointly by manpower agencies and designated educational agencies and institutions." The clause limiting involvement of institutions to those "...providing training programs approved by the Secretary ..." would appear to limit involvement to secondary schools and to postsecondary schools that offer programs of 104 weeks or less in duration. This, plus other new references to education, reflect a congressional desire to strengthen the relationship between CETA programs and conventional educational institutions, particularly secondary schools and postsecondary institutions that offer vocationally oriented curriculums.

3. Prime sponsors are required to submit master plans for employment and training programs which, among other things, must show that local education agencies (secondary schools and districts) and public vocational education agencies will be used to the "fullest possible utilization ... in the provision of instruction in basic cognitive skills and in the development and implementation of programs assisted under this Act." This language, again, points to congressional desire to see existing education institutions used in CETA training rather than new education services developed by prime sponsors. Further, the addition of cognitive skill development as a program alternative provides clear mandate for another area of potential CETA involvement by secondary and postsecondary institutions.

4. The Act requires that CETA prime sponsors (or their subgrantees) shall assist each individual participating in a Title II program in establishing a personalized employment plan. The plan is to include an assessment of appropriate training and supportive services. The concept itself is not new, but the Reauthorization Act requires much broader provision of assessment services than previously, including participants in the Title II PSE program for the structurally unemployed. Depending upon the requirements of the federal regulations, this clause could open up far greater opportunity for institutions to contract with CETA prime sponsors to provide short-term, preplacement assessment and counseling services.

5. A new program entitled "Upgrading and Retraining" is authorized as Part C of Title II. Upgrading programs are to be carried out through agreements with public and private employers to provide services to those who are operating at "less than their full skill potential, primarily those in entry level positions or positions with little normal advancement opportunities." There are no income criteria imposed upon those who may be served. It is

likely that the primary thrust will be to assist both private and public employers in implementing affirmative action programs. The program requires that any education and skill training shall provide employees with a "reasonable progression resulting in qualification for a recognized position of a greater skill, responsibility, remuneration or career advancement with the current employer." Again, depending upon the regulations, this would appear to open up considerable opportunity for education institutions by allowing them to contract with prime sponsors or participating employers to develop and/or operate specific upgrading programs, or to apply as an employer for upgrading their own personnel.

The retraining program called for in Title II, Part C, is aimed at employees who have received a bona fide notice of impending layoff from their public or private employer and who are "determined to have little opportunity for re-employment in the same or equivalent occupation or skill level within the labor market area." Little more is said about this program in the legislation, making the regulations supremely important. It is possible that postsecondary institutions could play an important role as the sites for retraining programs.

Neither the upgrading nor the retraining program utilizes income criteria for establishing participant eligibility, so the developed programs ought to be available to participants regardless of salary level. It should be remembered that both upgrading and retraining programs are subject to the 104-week limitation on training programs.

6. A new Title VII entitled "Private Sector Opportunities for the Economically Disadvantaged" has been authorized through the initiative of the Carter Administration, which requested $400 million for this program. Title VII requires that prime sponsors establish Private Industry Councils (PICs) with representatives from industry, organized labor, and the business community. The PICs are intended to assist prime sponsors in the development and operation of several programs within the private sector. The purpose is to encourage experimentation with different approaches, programs, and incentives that will increase job placement within local, private businesses. All activities included under new Title II, except PSE and work experience, are authorized. These might include on-the-job training; related theoretical or classroom training; entry-level training; and the use of a company's facilities to train participants for eventual employment in other firms. Funds can also be used to develop linkages between employment and training programs, education institu-

tions, and the private sector. And they may be used to develop innovative cooperative education programs for youth in secondary and postsecondary education programs with work in the private sector. Beyond these obvious involvements by education institutions in Title VII, institutions should get involved during the early planning stages. Title VII is experimental and authorized through 1980, with continuation dependent upon its success. Title VII projects cannot be undertaken until a CETA appropriations bill is passed and enacted, giving those interested in the potential of these projects ample time to have an impact on their planning and development.

7. Allocations for Parts A, B, and C of Title II cannot be used for public service employment. The effect of that new limitation should see a greater emphasis within CETA placed on training. As a result, the opportunities for education institutions to be involved in providing training for CETA clients should be enhanced.

The foregoing are some of the more important changes in CETA brought about by congressional reauthorization. Most changes focus on remediating current abuses and getting education and the private sector more involved in CETA.

The CETA Network

The purpose of CETA is to:

1. Establish a flexible and decentralized system of federal, state, and local programs;

2. Provide job-training and employment opportunities for the economically disadvantaged who are either unemployed, underemployed, or attending secondary school; and,

3. Assure that training and other services will lead to maximum employment opportunities and will enhance the self-sufficiency of participants.

It was not by accident that national program goals were loosely ascribed in law. The amorphous directives were intended to facilitate maximum flexibility in program development and operation at the local level.[3]

The very nature of the loosely configured CETA network defies its description -- what is true in one state or local community may not be true in another. Generalizations are not forged easily even for regions within the country or within a state -- such is the opportunity for autonomy in decision making within CETA. The risk in attempting to describe CETA is overgeneralizing in an effort to identify the essential characteristics of the network. The CETA network has not been in place long enough for all operational permutations to be fully identifiable. Nevertheless, there are some discernible commonalities and other identifiable differences worth noting that, in combination, provide a general view of how the various components operate and fit together within the different levels of the CETA network.

Prime Sponsors

Basic decision-making authority over the majority of the program dollars in CETA is lodged with cities and counties with more than 100,000 people or with consortia of cities and counties which, in aggregate, total 100,000 or more

---

3. It should be noted that there are some who argue that the myriad monitoring, management, and performance reports required by the Department of Labor of prime sponsors and program operators have all but eliminated program flexibility at the local level. The nature and form of the data the Department of Labor chooses to collect indirectly sets local program priorities.

in population. These local CETA jurisdictions are called prime sponsors. Small towns and rural areas that are not contiguous to a consortium or choose not to join one are bonded together into a "balance-of-state" prime sponsorship that is administered by the state.

In 1977 there were 446 prime sponsors operating in the United States. Prime sponsors are allocated money through a complicated formula based on weighted analyses of local unemployment, the number of low-income people in the area, and previous federal expenditures within the area.[4] Under the Reauthorization Act, prime sponsors generally will receive allocations for operating programs under Titles II, IV, and VI. In some localities, programs under these titles may be administered separately. For example, in Boston, training and work-experience programs under old Title I programs were administered jointly by the Mayor's Employment and Training Council (METAC) and the administrative arm of the Boston Manpower Administration (BMA). Titles II and VI Public Service Employment (PSE) programs were administered by an independent office (CETA-II) which is more directly under the influence of the mayor.[5]

The decision-making process within prime sponsorships is undertaken by the following groups.

1. Elected officials within a consortium or state and their immediate assistants who have ultimate responsibility for the prime sponsorship. These are referred to as political officials.

2. Professional staff members of the CETA unit in the prime sponsorship and/or in the partners of a consortium.

3. The service deliverers who actually administer the programs within the prime sponsorship.

4. The Manpower Planning Council (MPC), composed of representatives of local community organizations, education agencies, service deliverers, and CETA constituents.

---

4. Since CETA's inception, controversy has surrounded the basis upon which unemployment and numbers of low-income people are computed. These are generally not easy data to collect -- a process complicated further by the existence of several statistical designs for measuring unemployment. The result is a current effort to implement one standard process for deriving the local statistics necessary to make reasonably accurate formula allocations.

5. From "The Implementation of CETA in Boston," by Irwin L. Hennstadt et al.; Northeastern University, October 1977. Pages lx, ff.

5. The Youth Planning Council (YPC), which is similar in composition to the MPC but exists to assist in planning and implementing youth programs, notably those authorized originally under the Youth Employment and Demonstration Project Act (YEDPA).

6. The Private Industry Council, as required under Title VII of the Reauthorization Act to promote and develop private-sector involvement with CETA.

7. The federal representatives assigned by the United States Department of Labor regional offices.[6]

Most research on the decision-making processes within prime sponsorships suggests that professional staff (group 2 above) are principally responsible for making local program decisions. However, the Manpower Planning Council can and often does have considerable influence over program decisions, including selection of service deliverers for training and work experience programs. This seems particularly true in prime sponsorships where this council meets frequently and is broadly representative of CETA constituencies and local organizations.

Political officials have been generally far more interested in and have asserted more influence over expenditure of Titles II and VI Public Service Employment allocations. However, there are numerous cases in local prime sponsorships where political officials have asserted their influence to gain priority shifts in the original Title I (now Title II) away from training and other programs into the establishment of additional public employment positions. There is evidence to suggest that a strong MPC reduces the impact of political influence over Title I allocations and, depending on the organizational structure of the prime sponsor, may even reduce political use of PSE.[7,8]

In providing services to target audiences, prime sponsors may perform services directly and/or contract with local agencies, organizations, and institutions for service provision. (These subcontractees are the service deliverers [group 3] referred to above.) It is fairly well documented that, at

---

6. ETA/USDOL, Ohio Implementation.

7. ETA/USDOL, Ohio Implementation.

8. In part, the practice of diverting old Title I training funds to PSE is now academic, since the Reauthorization Act places limits on the funds that can be used for PSE.

least in the early days of CETA, the selection of service deliverers was highly political. The selection process has recently opened up, particularly in prime sponsors where the Manpower Planning Council is active, making the decision-making process more open to public scrutiny.[9] Regardless of that fact, agencies or organizations new to CETA may well find it difficult to break into the network, as service deliverers already in the network may well have established political bases, either through representation on the Manpower Planning Council or through the credibility they have developed with CETA staff.

The best way to break into the local prime sponsor network appears to be to gain representation on the Manpower Planning Council, the Youth Planning Council, or the newly established Private Industry Council. In many areas, prime sponsors find it difficult to fill council slots, and for that reason it should be relatively easy for a postsecondary institution, for example, to gain council representation.

The extent to which services are contracted varies among prime sponsors. However, contracting is extensive: more than 2,000 local subcontractees were identified in 1977.[10]

It is worth noting that the extent to which prime sponsors subcontract services appears to be at least in part dependent on the existence of local organizations that were heavily involved in providing manpower services in the pre-CETA days (e.g., Urban League, National Alliance of Businessmen, neighborhood organizations, skill-training centers, etc.). Further, community and junior colleges that rendered pre-CETA manpower services, particularly through participation as a Manpower Development and Training Act (MDTA) training site, are more likely to be heavily involved in local CETA service provision. However, regardless of the existence of experienced organizations, local CETA professional staffs with considerable previous experience in delivering manpower services are more likely to offer more direct services (and subcontract less) than are staffs who come from other backgrounds.

Balance-of-state (BOS) prime sponsorships operate quite differently from

---

9. ETA/USDOL, Ohio Implementation.

10. ETA/USDOL, CETA Prime Sponsors Management Decisions and Program Goal Achievement.

other sponsors. Member communities are usually linked by concept rather than by function or program. The BOS prime sponsorships are generally staffed through the governor's manpower office, and not infrequently the BOS prime sponsorship staff may also play a role in operating state-level CETA programs. In some states, both the BOS and the state CETA operation may be staffed entirely by the same people.

In general, each region included in the BOS prime sponsorship has a Regional Manpower Planning Council, which helps to identify target groups for CETA services and sets program priorities. Generally, all or nearly all of the services provided are rendered through contracts or grants that are run predominantly through local employment service offices and local community action agencies. Local school districts or county education agencies, like the Boards of Cooperative Education Services (BOCES) in New York, may also be contracted with to provide services.

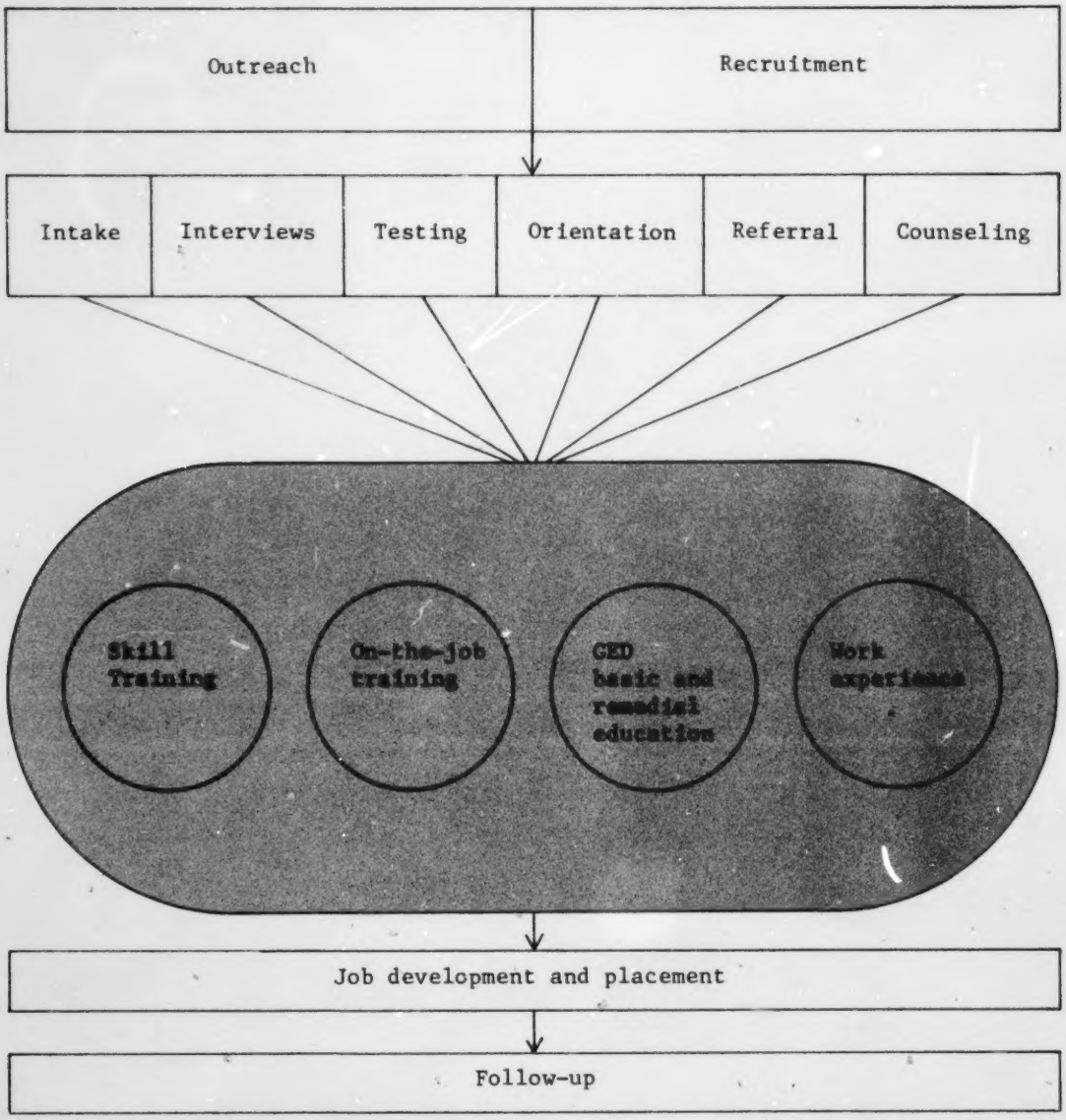
Despite differences in the agency or group that provides services, there is a conceptual model for the delivery of manpower services to which most providers seem to subscribe at all levels of the CETA network. Figure 1 charts the various steps in the manpower development process.

Any agency or institution desiring to provide service within the local CETA network should develop programs to meet the service priorities outlined in Figure 1.

In the foregoing description of prime sponsors the words generally, usually, and often have been used in order to demonstrate the flexibility and diversity of programs, operation, and priorities found within these groups at the local level. Regardless of style, however, the CETA process is almost always heavily politicized. In part, the political nature of the process is intended: the legislation requires that local communities assess their needs and establish program priorities that will meet those needs. That process sets in motion jockeying for attention and a high place on the priority list among various constituency groups. The politics are only enhanced by limited resources that will not stretch to meet the needs of all those deserving of service under CETA.

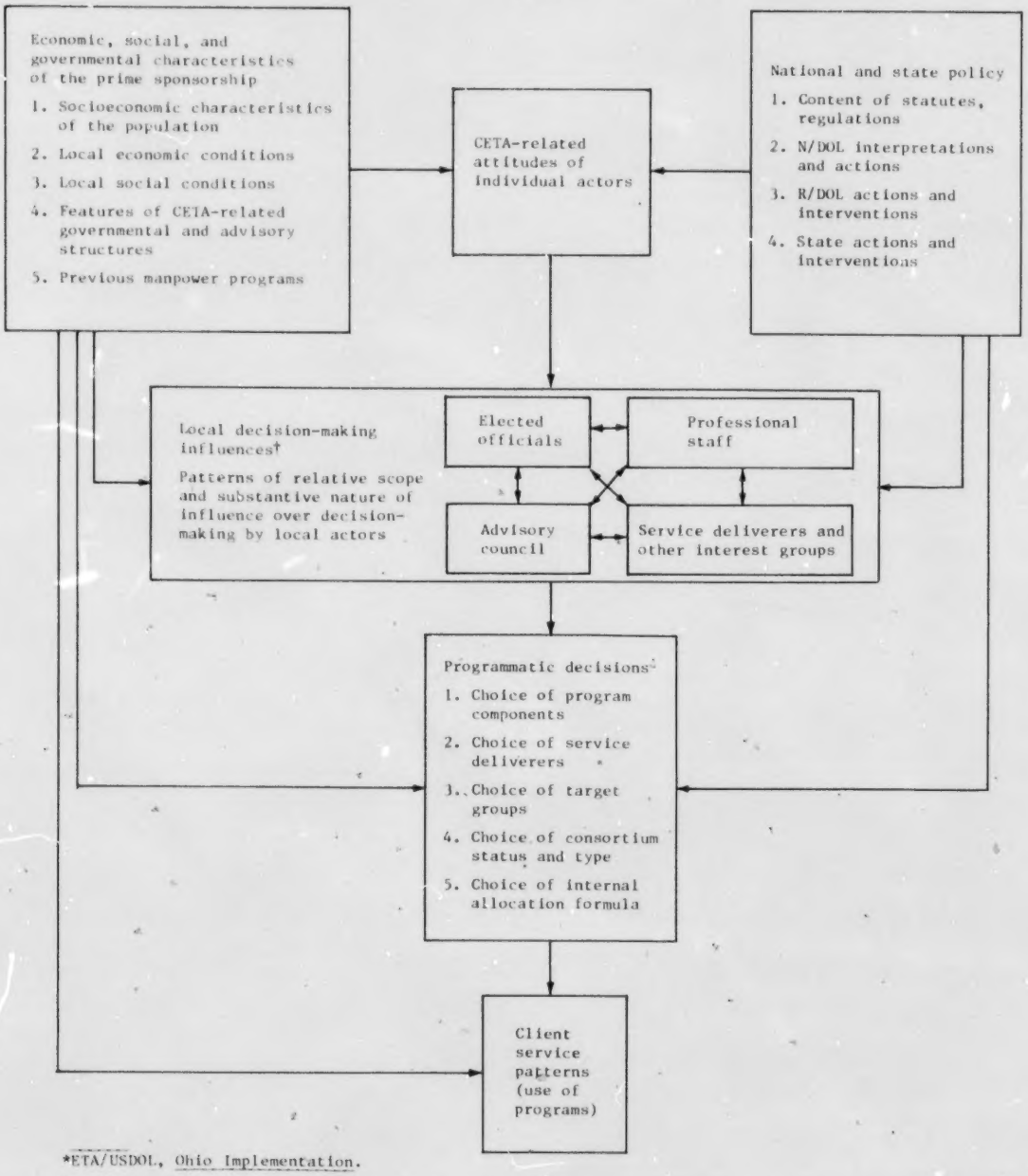
Figure 2 helps to illustrate why local CETA operations are politicized and reveals the various countervailing forces that have an impact on the quantity and quality of services ultimately rendered by prime sponsors.

Figure 1. Rperesentative CETA Participant Flow Chart and Service Availability*



*Taken from Education and CETA, developed by the Office of Manpower, United States Department of Health, Education, and Welfare.

Figure 2. Model of CETA Implementation Features in Prime Sponsorships*


Economic, social, and governmental characteristics of the prime sponsorship
1. Socioeconomic characteristics of the population
2. Local economic conditions
3. Local social conditions
4. Features of CETA-related governmental and advisory structures
5. Previous manpower programs
CETA-related attitudes of individual actors
National and state policy
1. Content of statutes, regulations
2. N/DOL interpretations and actions
3. R/DOL actions and interventions
4. State actions and interventions
Local decision-making influences†
Patterns of relative scope and substantive nature of influence over decision-making by local actors
Elected officials
Professional staff
Advisory council
Service deliverers and other interest groups
Programmatic decisions
1. Choice of program components
2. Choice of service deliverers
3. Choice of target groups
4. Choice of consortium status and type
5. Choice of internal allocation formula
Client service patterns (use of programs)

*ETA/USDOL, Ohio Implementation.

†The influence of any actor is explained partly by the activity, concerns, and standing of other actors.

One major area of common agreement throughout the CETA network is the way education is viewed. The CETA view is that education and training should lead directly and as quickly as possible to employment.[11] This view stands in stark contrast to the view most education institutions have of their mission. The education and training emphases of CETA are on short-term, skill-building programs that focus particularly on training for occupations for which there is a shortage of labor.[12] CETA tends to view education as a means to an employment end; education program administrators tend to view employment as part of a broader development process.

Despite the often conflicting views of the education process, there are numerous examples of successful working relationships between CETA and education institutions. To date, however, those relationships are far stronger and more common between CETA prime sponsors and secondary schools, community or junior colleges, and private vocational schools than between prime sponsors and four-year colleges and universities, particularly in the provision of training and service to CETA clients. That fact is not likely to change without considerable alteration in the program offerings of four-year institutions.

Any involvement by education institutions within CETA will depend on their ability to provide services and programs that have an emphasis on manpower and employment and are aimed at moving CETA clients quickly and effectively into the productive labor market. More discussion of prospective involvement by colleges and universities, including areas other than direct training, are presented later.

State as a Prime Sponsor

The governor or his designee is the principal actor at all levels of the CETA network operating in any state. Responsibility for reviewing and approving the annual plans of all CETA prime sponsors is within the governor's purview.

---

11. The law places a 104-week (two-year) limitation on education or training provided to CETA clients. The literature suggests that prime sponsors prefer education programs to be even shorter in duration.

12. The focus on occupational skill shortages poses real problems for CETA and participating education institutions, because there is a dearth of reliable local labor market data. As a result, there is often a conflict between CETA prime sponsors and local colleges over which occupations have shortages.

Title I authorizes the governor to establish and staff a state employment and training council to coordinate manpower services in the state.[13] When a state plan is submitted to the Secretary of Labor, funds are appropriated from Title II as follows:

- 1 percent of the total allocation for the state of Parts A, B, and C of Title II is to provide staff to the state employment and training council.
- 1 percent of all Title II appropriations goes to the governor to "encourage and establish linkages between prime sponsors and educational agencies and institutions."
- 4 percent of Parts A, B, and C of Title II appropriations is provided to perform mandated state coordinating services, and for carrying out special model training and employment programs.
- 6 percent of Parts A, B, and C of Title II appropriations is allocated to the governor to provide financial assistance, through vocational education boards, for vocational education services where needed in areas served by prime sponsors.

Beyond these charges, governors are responsible for operating the balance-of-state prime sponsorships and receive 5 percent of their state's Title IV Youth Employment Demonstration Program allocations for the provision of special statewide services to youth.

Legislative edicts and operating resources to the contrary, state-level CETA operations generally do not work as they were envisioned.[14] Perhaps the foremost reason for slippage between intent and practice is that governors generally have not been as involved in the operation of state-level CETA as was expected. In the past, state employment and training councils and their assigned staff have been relegated to subcabinet level positions, making it difficult to reach the governor when necessary.

For a variety of reasons, both related and unrelated to the level of the governor's involvement, the state employment and training councils generally have not fulfilled their mandated responsibilities. Their basic responsibili-

---

13. The state manpower services councils were renamed state employment and training councils under the Reauthorization Act.

14. From "The Utilization and Effectiveness of CETA Title I Special Grants to Governors" as prepared for the Education and Training Administration by the Manpower Demonstration Research Corporation, April 1977. (Hereafter cited as ETA, "Utilization and Effectiveness.")

ties as enumerated in Section 107 of the original CETA legislation have been:

1. to review the plans of prime sponsors and the plans of state agencies for the provision of services to prime sponsors, and make recommendations to prime sponsors and agencies for the more effective coordination of efforts to meet the overall manpower needs of the state;

2. to monitor continuously the operation of programs conducted by each prime sponsor as well as state-level programs, and make recommendations on the ways to improve program effectiveness;

3. to make an annual report to the governor and issue studies, reports, or documents as deemed advisable to assist prime sponsors or otherwise help to carry out the CETA mandate.[15]

The operating realities of the councils generally have been far different from those prescribed. In some states, the councils have not been an active arm of CETA and have met irregularly, if at all. In other states they may meet more frequently but are still far from being the omnipresent body apparently envisioned by the framers of the legislation. However, Congress has taken action in the Reauthorization Act to strengthen the role of the councils by requiring that they meet at least five times a year. While a relatively pro forma stipulation, this requirement should increase the visibility of the councils within the CETA network.

In a 1977 study of the state manpower services councils conducted for the Department of Labor's Education and Training Administration, researchers concluded that:

"... the most consistent characteristics of state manpower services councils' (SMSC) decision-making have been (1) an absence of visible gubernatorial participation, (2) perfunctory endorsement of positions or policies recommended by state CETA staff or SMSC sub-committees, and (3) far greater attention to form (allocation formulas or proposal criteria) than to matters of substance (what's being accomplished with allocated funds, or whether proposed programs are those most needed in a particular state or locality)."[16]

There are conflicting viewpoints on why this is the case. Some argue that

---

15. These charges are broadened somewhat in the Reauthorization legislation, but do not change the essential advisory and coordinative nature of the state employment and training council.

16. ETA, "Utilization and Effectiveness."

state-level CETA has not been given enough visibility and has not been a priority in state government. Others say that even if CETA were given more visibility and priority in state governments, it is not allocated sufficient resources to accomplish prescribed tasks.

Whatever the case, the result is that state activity within the network generally lacks creativity and does not have a substantial impact on state manpower needs.[17] The following is a generalization of the results:

- The staff of the state councils have been the key actors in the decision-making process and allocation of state resources, but their decisions may be routinely overruled by the governor.[18]
- There are few, if any, instances where the state council has evolved into the central policymaker for statewide manpower programs, nor have the councils adopted a systematic role in coordinating or planning state manpower services.
- State agencies have generally been the largest recipients of state manpower service grants and usually use them to help support existing programs. Thus, state grants are typically not used to provide state coordination or planning of manpower services, or to develop special model programs, although, of the two, the latter function gets more funding attention than the former.[19]
- When governor's grants are used for special projects, the selection process for determining special projects is often very political. Council staff usually are the key actors in the selection process.
- Low priority is usually placed on program assessment or evaluation of prime sponsors' plans. Failure to monitor prime sponsor plans may be due to opposition from prime sponsors themselves, as much as for any other reason.

---

17. ETA, "Utilization and Effectiveness."

18. A case in point occurred in Oregon in 1977 when the governor ignored SMSC and staff recommendations for use of 4 percent monies, choosing instead to use all 4 percent monies to support fire prevention activities in the face of the western drought.

19. This generalization can certainly be contested in some states where there has been some fairly creative use of 4 percent grant monies. For example, a study by the American Association of Community and Junior Colleges (AACJC) found that 25 percent of the responding community and junior colleges had received grants from the state CETA allocations for one purpose or another. Generally, however, state grant allocations have not been used as intended in the law.

- There is little evidence to conclude that state CETA vocational education grants have improved vocational education planning and program operations. Rather, most funds "pass through" to local prime sponsors to help support typically traditional classroom training.
- Many states have accumulated sizable surpluses of unspent governor's discretionary monies and do not expend all of the 1 percent monies earmarked for supporting state council staff.[20]

It is too early in the implementation process to generalize on how the governor's 5 percent youth discretionary grants are being utilized. However, the best guess is that there is a varying mixture of "pass through" allocations to state agencies to support existing services, with some funding of model program efforts.

In summary, state-level CETA has not functioned as it was envisioned. However, it should be heartening to those desirous of seeking state-level CETA funds to learn that most states are hard-pressed to expend all of their state-level resources, and the fact that surplus funds are often available points to anomalies in the operating practices of state-level CETA's.

United States Department of Labor's Regional Offices

The 10 regional offices of the Department of Labor are given considerable legislated responsibility within the CETA network, including reviewing prime sponsor plans, providing technical assistance to prime sponsors, monitoring the effectiveness of prime sponsors in program operation, and, providing a communication link between the Washington headquarters of the Department of Labor and the prime sponsorship.

Each regional office assigns a field representative to work with designated prime sponsors. That representative is the principal Department of Labor contact for the prime sponsor, particularly in the operation of Titles II, IV, and VI programs, as organized within the Reauthorization Act.

Most studies of the CETA network conclude that the major impact regional offices have on CETA operations within their jurisdiction is in any sanctions they may impose as a result of annual review of prime sponsor plans. The area of least effectiveness is in providing technical assistance to prime sponsors -- a failure regional office Department of Labor staff generally

---

20. Most of the foregoing taken from ETA, "Utilization and Effectiveness."

blame on the Washington office of the Department of Labor for not training them adequately, and for inconsistency in policy interpretation.[21]

Studies generally conclude that "the activities of the regional offices of the Department of Labor had no consistent major impact on local decisions and program performance."[22]

Given their relative lack of influence on program operation, and virtually no involvement in direct funding of CETA programs, the regional offices are probably the most passive actors in the CETA network. Again, their major impact is in their annual review of prime sponsor plans.

United States Department of Labor

The Department of Labor in Washington, D.C., has an impact on the prime sponsors in four significant ways:

1. through translating legislative intent into policy;
2. through establishing evaluation and reporting criteria;
3. through administration of Title III, Special National Programs and Activities; and,
4. through administration of national demonstration projects, and evaluation and research as authorized under the Youth Employment and Demonstration Project Act of 1977, which is continued under Title IV of the Reauthorization Act.

What follows is an examination of each of the foregoing roles of the Department of Labor.

Policy Interpretation

Policy interpretation of the federal regulations for CETA is published in The Federal Register. However, the regulations are augmented when necessary by new or modified policies, and these are usually published and distributed through field memos or regional bulletins, copies of which are received by nearly all prime sponsors and program operators. The frequency of policy reinterpretation is a debilitating influence on CETA program operation. To date, however, there is little indication that federal policy statements or

---

21. ETA/USDOL, Ohio Implementation.

22. ETA/USDOL, CETA Prime Sponsors Management Decisions and Program Goal Achievement.

the attempted enforcement of them by regional Department of Labor representatives have greatly influenced who receives CETA service within local prime sponsors.[23]

A major exception, however, came with the 1974 enactment of Title VI Public Service Employment (PSE), which was designed specially to counteract rising unemployment. Its enactment was accompanied by a federal policy push to boost the economy quickly through speedy expenditure of CETA dollars. This thrust found many prime sponsors focusing their major attention on creating PSE jobs to help combat rising umemployment. Training activities and employment development, such as implementation of work experience programs, took a back seat to PSE activity. Evidence suggests that prime sponsors have only recently recovered from that more categorical effort and have moved back into designing more locally responsive training and employment development programs.[24]

Evaluation and Reporting Requirements

The Department of Labor in Washington, D.C., establishes the criteria on which prime sponsors operating programs are evaluated and their performance reported. While many of the report requirements are established by law, others are left to be developed fully by the Secretary of Labor. Still other criteria emerge as a combination of legislative mandate and the Secretary of Labor's interpretation of the mandates. For example, the CETA law reads that unemployed veterans shall receive preference in PSE job allocations. The Secretary of Labor's regulations for Title VI when originally enacted in 1974 further defined that preference by establishing a 35 percent goal for hiring veterans under Title VI. While not a requirement in the literal sense, the establishment of a hiring goal was perceived as a major limitation on the flexible operation of Title VI PSE programs.[25]

---

23. This phenomenon should change with the passage of Reauthorization legislation, particularly in Public Service Employment with the new emphasis on serving the most disadvantaged first, and in limiting Public Service Employment jobs to entry-level positions.

24. Rick Spill and John Weigant, "Which Way CETA?", Worklife, May 1978, pp. 14-15.

25. Ibid.

Perhaps the biggest limitation imposed on local prime sponsors by the Department of Labor reporting requirements is the time consumed in meeting them. Report forms are complex, often duplicative, and are usually required of program operators as well as prime sponsors. The result is a set of burdensome reporting procedures that, for program operators, may exhaust more resources than received through CETA, except for large-scale program operations.[26]

Beyond the time and expense to prime sponsors and program operators, reporting requirements often set the tone for program activities. For example, the reporting priority for fiscal year 1978 was on utilizing performance indicators that stress cost per placement. The reporting process paid scant attention to the type of individual placed, therefore failing to recognize that a disadvantaged, underskilled client is much more difficult and costly to place than an unemployed college graduate in public administration with six years of experience in city government. To keep placement costs down and thereby remain in good stead with the Department of Labor, many prime sponsors transferred their attention to more trainable and/or placeable clients. This resulted again in less service to the disadvantaged than was intended in the legislation.

Finally, an increasing complaint is that the federal reporting requirements do little in the way of real evaluation of service quality. Rather, emphasis has been placed on quantity of placements within the various programs, and on cost per placement. This lack of qualitative evaluation seems prevalent at every level of the CETA network and has been given greater priority in the Reauthorization Act.

Prime sponsors and program operators received little relief in reporting requirements by the Reauthorization Act and, if anything, reporting requirements will increase as a result of congressional concerns with fraud and abuse and the resulting addition of new reporting requirements within the CETA legislation.

---

26. For example, one community college official reported that his college only takes individual training referrals from CETA to keep the door open for large-scale program efforts. Without the inducement provided by the latter, reporting requirements for training referrals would take more of the college's resources than the dollars brought in by the referrals.

Administration of Title III

Title III authorizes and provides funds for the Secretary of Labor to "provide services as authorized under all titles of the Act" specifically aimed at particular segments of the population in particular need of services. Included are youth offenders, native Americans, persons with limited English-speaking ability, handicapped people, women, single parents, displaced homemakers, youth, older workers, people without educational credentials, public assistance recipients, and others deemed appropriate by the Secretary of Labor.[27] Research, evaluation, and training programs are authorized as well as national demonstration projects.

For the most part, programs specifically authorized by Title III are funneled through prime sponsors or directly to community-based organizations representing a respective target group. In the former case, for example, Indian Manpower Programs are operated through recognized Indian tribes, and programs for migrant and seasonal farmworkers are usually operated by representative organizations of that group.

There is sufficient flexibility in Title III for the Department of Labor to develop categorical programs to meet emerging problems or to fund projects of special national interest, and with the funding formula changed somewhat in the Reauthorization Act, there should be additional funds for Title III projects. Thus, Skill Training Improvement Programs (STIP) were created under the youth authorization of Title III to provide funds for a special national effort at upgrading youth employment skills. STIP programs are often operated by a community college on behalf of a local prime sponsor who performs the actual application for funds.[28]

Another example of Title III usage to support programs of national interest was the financing of education-to-work councils established in selected communities across the country and administered by the National Manpower Institute.[29]

---

27. Eligibility for Title III services was significantly expanded by the Reauthorization Act as indicated by the original Act's reference only to youth offenders, native Americans, persons with limited English-speaking ability, older persons and "others".

28. STIP programs as well as other youth programs have been consolidated into the new Title IV.

29. The councils have also been subsidized through the Youth Employment and Demonstration Project Act monies at the discretion of the Secretary of Labor.

Part B of Title III authorizes research, training, and evaluation as well as authority for the Secretary of Labor to fund experimental and demonstration projects at his discretion. Included in Part B of the Reauthorization Act is a special section known as the Welfare Demonstration Program. A priority of the Carter Administration, which made a $400 million budget request for it, the Welfare Demonstration Program will conduct a variety of experimental projects in assisting disadvantaged populations in finding nonsubsidized employment -- populations who might otherwise rely on public assistance. The program may also provide federally assisted work or training if nonsubsidized opportunities are not available. Since this program is high on the Administration's priority list, it is expected to receive considerable push by the Department of Labor.

There are other operating examples of Title III, Part B, including the Employment Service's Job Bank and Job Match programs. And the training authority has facilitated establishment of Department of Labor training centers in each of the 10 regions. Named differently in different regions, the centers are primarily to provide training and assistance to prime sponsor staffs.

Further, most of the research cited in this document is the result of research and evaluation undertaken through Part B of the Act. Monthly unemployment statistics published by the Bureau of Labor Statistics (BLS) are also authorized, and at least in part subsidized by this section of the Act.

Special demonstration or pilot projects authorized by Title III are usually carried out at the discretion of the Secretary of Labor and funded through traditional "request for proposal" processes. A notable example of special projects funded under the Reauthorization Act is the Department of Labor's special state grants program, which has funded the establishment of consumer-oriented career information systems in eight states. This program is being extended to an additional eight to 10 states beginning in fiscal year 1980, with the National Occupational Coordinating Committee administering the grant program funds.

In summary, Title III provides some opportunity for organizations or institutions that would like to perform service within the CETA network. However, programmatic authorizations are usually categorical and operated through prime sponsors or organizations that represent specified national target groups, such as Indian tribes. Demonstration and pilot programs provide exception to those funding processes but are almost always funded

through a "request for proposal" process. The best opportunity for unsolicited involvement may be in contracting with the Department of Labor's Washington office to perform research or evaluation of services, programs or other aspects of CETA that have national priority -- an opportunity particularly appropriate to universities.

Youth Employment and Demonstration Programs (YEDPA)

It is generally conceded that the most creative activity currently in CETA is in the various programs authorized originally by the Youth Employment and Demonstration Projects Act of 1977.[30] Part of President Carter's economic stimulus package, YEDPA spread $1 billion through the CETA network in fiscal year 1978, aimed at combating youth employment problems. Of that amount, $208 million was set aside for special national demonstration projects, and for research and evaluation of those and other YEDPA projects.

The national priority in YEDPA is to test approaches to solving various aspects of youth employment problems. As demonstration projects, local prime sponsors administer most programs authorized by YEDPA, all of which include an emphasis on testing new approaches. Despite the emphasis on testing, the local priority is still focused on getting jobs for youth, helping them become more employable through training and a variety of supportive services, and in easing the transition from school and work.

Discretionary funds appropriated by the Secretary of Labor as part of the youth authority are used more directly for developing knowledge of workable techniques for creating and obtaining jobs for unemployed youth, easing school-to-work transitions, etc. (Approaches to meeting that mandate are well developed in the YEDPA Knowledge Development Plan.) As a result, virtually any program aimed at enhancing the immediate or ultimate employability of youth that fits conceptually with the YEDPA Knowledge Development Plan has potential for being funded by the Office of Youth Programs (OYP). The priority, however, is still on activities that provide direct service to youth, as witnessed by allocation of less than 1 percent of the total fiscal year 1978 Office of

---

30. The youth programs originally authorized by YEDPA are contained in Title IV of the Reauthorization Act, with the exception of the Young Adult Conservation Corps (YACC) which forms a new Title VIII.

Youth Programs resources to evaluation activities that do not include direct services to youth.

National youth dollars now authorized by Title IV, Part A, have been allotted through a variety of processes, including sole source contracts, competitive bids, requests for proposals, and unsolicited proposals. In some cases, nationally initiated projects are funded directly to nonprofit organizations without direct prime sponsorship involvement. It is this opportunity, and the willingness of OYP to accept unsolicited proposals, that generally sets it apart from other CETA funding authorities and affords an excellent opportunity for organizations new to CETA to break into the network. Suggestions for actual project activities are identified in Section III of this paper.

Tips for Seeking CETA Funding

The foregoing explanation of CETA legislation and the various actors charged with its enactment provides important information for seeking funds from one level or another of the network.

There are other hints that may be useful to prospective CETA program operators. For example, out of the CETA process and its programmatic experiences emerges a conceptual model for manpower development into which any proposed CETA program should fit. Encompassing six major service areas, the model suggests numerous opportunities for postsecondary institutions to get involved with CETA. The services areas are:

1. Recruitment - methods by which program participants are located and encouraged to apply for any given CETA services.

2. Intake - procedures for determining the participant's eligibility for CETA services and, if eligible, establishing a formal contact.

3. Assessment - techniques for learning about particular needs or deficiencies of clients that may be alleviated through the services of the program.

4. Training and Support Services - including skill training, remedial instruction, basic education, and personal development -- all aimed at enhancing the client's employability.

5. Placement - getting the participant a subsidized or unsubsidized job and working with employers to create additional jobs.

6. Follow-up - services after placement to help insure that participants remain employed. Services may include counseling and job upgrading.[31]

The model sets the conceptual framework for any programs to be suggested to CETA, including research, that should focus on determining better ways to accomplish one or more of the developmental processes.

Development of training programs as authorized by Title II is the most direct and obvious area of involvement by postsecondary institutions. However, programs must be short-term, focus on enhancing the employability of participants, and aim at developing skills for an occupation for which there is a labor shortage in the local area.

Recent research suggests the necessity of including other ingredients in training programs if they are to be palatable to CETA and ultimately successful with clients. Among those ingredients are:

Open Entry/Open Exit. Programs should be maximally flexible to include students working at several different levels of competency within the same class, who can enter or leave the program on an individual basis rather than adhering to class or academic schedules.

Module Units. Each lesson should be self-contained and completed in a relatively short period of time. Lessons should include instructional materials and self-administered tests.

Diagnostic/Prescriptive. Diagnostic tests should be used to place participants at the right learning levels. Participants should be allowed to skip areas where they already have developed competencies.

Remedial Instruction. Must be available, particularly in English and arithmetic skills. Whenever possible, instruction should focus on elements of the discipline important to accomplishing occupational tasks (e.g., mathematics for carpenters, English for clerical assistants).[32]

Beyond training, institutions may develop intake and assessment programs in which prospective CETA clients are referred for counseling, testing, and devel-

---

31. E. M. Glaser et al., Individualization of Manpower Services: A Source Book of Ideas. Human Interaction Research Institute, Grant No. 92-06-72-27, Office of Research and Development, United States Department of Labor, 1975.

32. Regis H. Walther, Analysis and Synthesis of Department of Labor Experiences in Youth Transition to Work Programs. Manpower Research Projects, Inc., Contact No. 21-11-76-16, USDOL, December 1976, pp. 90-91.

opment of training and/or employment program. Section III of this paper documents ideas for a variety of different programs.

Other useful tips to securing CETA funding include the following:

1. Read and become familiar with the CETA legislation and federal regulations and learn which activities are authorized by which Titles. If possible, subscribe to one or more of the manpower newsletters or periodicals listed in Appendix D in order to stay abreast of CETA policy changes and priority shifts.

2. Get to know the prime sponsors in your area. Find out who your prime sponsor's CETA planner is and get to know that person. The planner is a key in program development within the local prime sponsorship and will be helpful in identifying local program priorities and in learning the process by which local programs are contracted. The planner can also identify which CETA services are contracted and those which may be provided in-house by the prime sponsor. Attempt to identify what kind of agencies and organizations are usually contracted with, and identify service gaps that might be filled by your institution. This process may also help you identify services that you might provide through subcontracting with organizations already contracting with the CETA prime sponsors.

3. Seek membership on the local manpower and/or youth planning councils. If all slots are filled, find out who is on the councils and try to get to know one or more of the members.

4. Program applications should be geared to serve a specific population that is on a high service priority of the CETA actor to whom you are applying.

5. Many prime sponsors commit available money for training and related service early in the fiscal year which begins October 1. As a result, ideas for special programs should be presented to prime sponsors in the spring or summer for consideration for the ensuing fiscal year.

6. Stay abreast of special national programs through your prime sponsor or through one of the several periodicals or newsletters. Often, short-term notice is given for highly desirable competitive projects. The key to participation is early identification and, generally, a close working relationship with prime sponsors.

7. In attempting to obtain state-level funds, another process should be undertaken. First, get to know a staff member of the state employment and training council. Find out the prior and current funding priorities. Find out

if annual 4 percent allocations and governor's youth grants have been fully expended. Find out how 6 percent vocational education program monies are expended. Is there opportunity within the program for exemplary projects? Determine how the governor plans to encourage linkages between CETA and education agencies and institutions as required by the new 1 percent authorization in Title II. Determine how active the state council is. If active in funding projects, get to know members who may be supportive of your program ideas. It is important to remember that special projects allowable under the governor's authority must generally be for model development and serve certain target groups, such as ex-offenders, rural youth, and other groups as mentioned earlier.

CETA and Education Institutions: Some Program Ideas

CETA and the Secondary Schools

Until recently, prime sponsors and secondary schools have regarded each other with considerable suspicion. There are examples of successful cooperation, notably in joint operation of summer youth employment and training programs authorized originally under Title III and now included in Title IV.[33] But in general, prime sponsors have viewed secondary schools (referred to as local education agencies [LEAs] in CETA legislative and operating language) as one of the perpetrators of client problems, and not as an active partner in the remediation process. Schools have been seen as generally unresponsive to the needs of disadvantaged students, particularly those who have dropped out or are about to drop out. Further, where schools have attempted to provide service to these groups -- either cooperatively with prime sponsors or on their own -- the prime sponsors believe that their efforts have resulted more in failure than in success.

On the school's part, CETA has been viewed with equal suspicion. CETA employment and training programs, whether operated in or out of regular schools, have been seen as a diminution of academic standards. CETA's operation or contract support of alternative education programs has been viewed as undermining the roles of schools in the community.

While not put to rest, suspicions by both parties are at least subsiding as a result of the Youth Employment and Demonstration Projects Act (YEDPA). Both the Youth Employment and Training (YETP) and Youth Community Conservation and Improvement Projects (YCCIP) are having their effects on the relationship between prime sponsors and schools. Slightly different in emphasis, these two efforts are designed to provide supervised jobs, training, and supportive services aimed at improving the career opportunities of disadvantaged youth.[34] Prime sponsors are given responsibility for

---

33. Summer Program for the Economically Disadvantaged Youth (SPEDY), and Skill Training Improvement Program (STIP).

34. Ten percent of allocated funds for YETP may be used for serving youth between the ages of 14 and 15 who do not meet disadvantaged income criteria. Services are limited largely to supportive services and do not include work experience.

program operation but must plan their programs with neighborhood and community organizations and local schools. YETP further solidifies the prime sponsor and school relationship by requiring that at least 22 percent of allocated funds be used to provide services designed to enhance career opportunities and job prospects for in-school youth aged between 16 and 21. Arrangements for operation of those programs must be made through formal, written agreements between the prime sponsor and the local education agencies.[35]

The YCCIP program is designed primarily to employ out-of-school youth in a variety of supervised neighborhood improvement activities. However, schools also participate in these activities because the law requires that jobs be structured so that academic credit may be granted for work experience. Further, in-school youth who participate must stay in school, and drop outs are to be encouraged to return. The law also requires that work is to be scheduled flexibly enough to allow school attendance.

The results of both programs are that prime sponsors and secondary schools are cooperating more than they did previously, and early evaluation suggests that prime sponsors are expending roughly twice as much for YETP programs serving in-school youth than the minimum 22 percent required by law. The new language in the Reauthorization Act requiring prime sponsors to coordinate more closely with secondary and postsecondary schools should further break down old suspicions and help establish a firm footing for increased cooperation.

Most of the programmatic emphasis of YETP as well as YCCIP is on providing disadvantaged youth with work experiences while keeping them in school or getting them back to school. The effect has been to open up existing school/work experience programs to larger numbers of participants. Supportive services are also called for in the law and are presumably being provided. The Department of Labor has pushed LEA agreements to include the following: development of in-school models for disseminating occupational information; in-school programs for retaining potential dropouts and attracting dropouts,

---

35. While local education agency (LEA) is defined as a secondary school or district, agreements can and often do include subcontracting to community colleges or other local organizations for provision of service. Hence, a community college could perform all services on behalf of the LEA or, more likely, services for those eligible for YETP assistance who are over secondary school age and enrolled in a community college.

including unwed mothers, the disabled, and youth with school problems; and the granting of academic credit for work experience and integration of employment and the curriculum.

While experimental in nature and authorized only through 1980, it is expected that worthy programs, particularly under YETP, will be provided ongoing CETA funding. Beyond experimental work experience and credit for work programs, YETP authorizes counseling, including occupational information; activities promoting transition from education to work; occupational, education, and training information; placement services; and, job referral information through coordinated intake systems.

Secretary of Labor discretionary funds authorized in YETP are being put to use as a vehicle for funding exemplary projects that tie together prime sponsors and local school districts. In the 1978-79 academic year, 48 such projects have been funded through Youthwork, Incorporated, a special intermediary organization that is assisting the Department of Labor in administering a portion of the projects operating through YETP discretionary funds. The following are examples of projects funded by this effort to operate in 1978-79, each of which serves as an example of a project that could be operated through the prime sponsor-LEA agreements called for in YETP.

- Career Information Guidance and Job-Seeking Skills. Dallas, Texas, expects to serve several hundred eleventh-grade students in a school-to-work transition training program. Working in groups of 100, youth will participate for three hours a day over 12-week periods, receiving 45 hours of academic and career counseling and assessment, 75 hours of job-seeking and job-retention skill development, and 60 hours of career exploration and on-the-job training. Participants will be paid the minimum wage for each hour of participation.

- Academic Credit for Work Experience. Operating in five different Minneapolis, Minnesota, public schools, several hundred students will be given a variety of work and field experiences that will be built into the regular school curriculum. Experiences will include internships in consumer agencies, day-care centers, local health agencies, home repair, and other situations in which students can directly relate their school work to real work situations.

- Job Creation through Youth-Operated Programs. St. Paul, Minnesota, public schools will serve 200 or more youth in a program consisting of five job-creating components: a graphic arts media production studio that will produce

recruiting materials and training aids; a student food service that will plan and operate an alternative lunch program in one participating school; a performing arts group that will perform for hospitals, schools, and community organizations; a consumer action service to assist consumers; and a maintenance repair service for school repairs. Students will plan and operate the components as entrepreneurs and managers, including developing real jobs for participants.

- Expanded Private Sector Involvement. Santa Clara, California, will place well over 100 high school dropouts into the adult training program operated by the private nonprofit Center for Employment and Training, which is already involved in providing training for the prime sponsor. The Center's approach consists of team-teaching with a small student/teacher ratio; a simulated work atmosphere; integration of basic skills training into teaching technical skills; open entry/open exit participation; and English language instruction. Those who complete the program will be assisted in finding unsubsidized employment.[36]

Beyond these examples of YETP programs, local youth program initiatives are so new that little research has as yet been performed on the variety of service approaches being used or on their relative effectiveness. However, it does seem clear that the suspicions of prime sponsors and secondary schools are gradually breaking down, and a new cooperative relationship in serving youth is emerging.

One area of considerable CETA involvement by secondary schools is in the employment of Public Service Employment participants. Many secondary and elementary schools have utilized PSE to good benefit in establishing teacher aides and clerical positions. This use remains allowable under the Reauthorization legislation, although it is targeted to the most disadvantaged and is limited in duration of employment for any PSE participant.

CETA and Postsecondary Institutions

Much has already been said of the limitations to CETA involvement by postsecondary institutions, the effect the Reauthorization Act will have on that involvement, and what strategies might be useful in approaching CETA to gain

---

36. "ETA Interchange," Washington, D.C.: U.S. Department of Labor, Volume IV, No. 9, p. 4.

involvement. What remains is to chronicle programmatic ideas that may stimulate institutional planning for CETA involvement.

The largest area of institution involvement has and probably will remain in providing training for clients. Succinctly stated, CETA training is defined as a course or set of courses leading to an occupational goal. There is a 104-week limitation on the length of training that can be subsidized by CETA.

Training is predominantly provided under Title II authority in the Reauthorization Act, including programs combining work and training under Part D PSE. Special National Projects under Title III also include training activities.

Institutional involvement in training provision usually occurs in three ways:

1. Prime sponsors or a contractee refer individual clients to the institution for enrollment in a regular, on-going program.

2. Prime sponsors contract with institutions to provide a training program developed particularly for CETA participants.

3. Prime sponsors and cooperating institutions jointly frame a proposal for Special National Projects training allocations to operate a special program for CETA participants.[37]

As mentioned earlier, CETA's emphasis on occupationally related training and the 104-week limitation effectively eliminate four-year colleges and universities except under unusual circumstances. One CETA program area where all postsecondary education institutions are eligible, however, is in both Titles II and VI PSE. It is likely that all institutions are familiar with PSE and have at least attempted to get involved in one or both programs. Those who plan future involvement with PSE should be cognizant of the new limitations imposed by the Reauthorization Act, particularly the priorities placed on serving the most disadvantaged first; on entry level positions, and the new duration and wage supplementation restrictions.

Other programs operated (generally by two-year institutions) have included combined work experience and training programs under both new Title II and the various youth entitlements; Summer Employment Programs for Disadvantaged

---

37. It should be mentioned that a portion of prime sponsor allocations for training services can be used to offset supplies, services, and administrative costs of training program operators beyond normal tuition.

Youth (SPEDY); Skill Training and Improvement Programs (STIP); counseling and assessment programs for prime sponsors under new Title II; seminars in job-seeking skills development for CETA participants under new Title II; and training components in on-the-job training programs under new Title II.

Some community and junior colleges have been able to tap state CETA vocational education allocations to operate special counseling and skill training programs, such as bilingual programs, bilingual programs in selected vocational areas, and the conducting of special technical workshops on behalf of CETA. Others have tapped governor's funds for such activities as an offender's assistance program,[38] career awareness programs, outreach counseling for women, an occupational needs study design, career guidance for adults, a water treatment plant training program, job preparation for Spanish-speaking people, and programs for bilingual electricians and secretaries.

Title III has been utilized to support women's programs, senior adults' job placement, programs for migrants, nurse's aide programs, companion-aides training programs to assist homebound elderly people, language programs for non-native English-speaking people, etc.[39] Further, many community and junior colleges have found a role in providing training to Job Corps residents.[40]

While somewhat limited in their opportunity for involvement, some four-year colleges have found that they can participate in CETA by providing training to the staffs of prime sponsors. Seminars and regular course offerings have been made available and funded through the prime sponsors, the colleges, or governor's discretionary funds. Generally, however, arranging for the financing of such programs seems to be difficult, despite general acknowledgment by staff that the training would be worthwhile.

Another strategy for four-year education institutions might be to link with

---

38. Offender programs appear to be particularly fundable through governor's 4 percent allocations, largely because of the wording of the subsection that authorizes the governor to use funds for model programs. Section 105 b 9 currently reads: "... carrying out special model training and employment programs and related services, which may include programs for offenders ...."

39. Taken from AACJC Report, cited previously.

40. Job Corps is encouraged by the Department of Labor to involve junior and community colleges, as well as trade and technical schools, in programs aimed at the vocational preparation of participants and tailored to meet their specific needs. Residential slots can be developed but are limited to those with 90 days or more in the Corps who have demonstrated maturity and competency.

a community college or secondary school to provide selected services in a CETA grant or project operated by the host school. George Washington University in Washington, D.C., and Marymount College in Arlington, Virginia, did so on a $489,000 project to operate a model work-study program that began in 1976 and was funded through Title III. The project provides 32 months of schooling and on-the-job training for three occupations for which there is a persistent shortage of trained workers in the Washington, D.C., area. The program was designed to serve 170 unskilled residents within the area, with a special target emphasis on unemployed veterans, youths, and adults. The occupations identified for which training was given were biomedical engineering technicians, medical and health care institutional safety technicians, and registered nurses.

This and other model Title III programs suggest that Title III funding priority is usually given to programs that focus on service to particular disadvantaged clientele, and if the service to be performed is training, the focus should be toward occupations for which there is a continuous shortage of qualified people in the local area.

There are literally hundreds of other creative program models that exist that have been funded by one title or another under CETA. Again, the best opportunity for getting new and creative programs funded is through the YEDPA program authorities and Title III, Special National Projects. However, prime sponsors should not be overlooked as a funding source for training and work experience activities supported by Title II.

The following are some model programs representative of creative approaches institutions have developed in performing services within CETA.

Summer Career Exploration Program

Portland Community College has operated a summer career exploration program for selected secondary school youth. Funded by a portion of the prime sponsor's YETP allocation, the program has focused on helping young people explore vocations in which they might be interested so that they can begin planning for additional training or securing jobs. The program includes counseling and small group work, skill and interest assessment, and the sampling of various vocational courses offered by the college.

PSE Title II Combined Employment and Training Program

A variety of models exist where employment and training are combined. CETA participants are paid a salary for time spent both at work and in training. Since Title II PSE now requires training to be included with employment, this model will prevail.

One example of the training and employment combination operates at a community college that has several CETA employees on its campus security force. Part of the employees' job is to attend classes related to security work in areas like first aid and law enforcement. At the conclusion of the one-year program, the college is committed to placing the participants full time on its own force or to assist them in finding similar work elsewhere.

A four-year university has three Title II PSE participants working on labor market research for its computerized career information system. The participants are given training by professional staff as part of their work duties. The sponsoring project is committed to hiring the participants after the two-year training period or assisting them in getting other labor market research employment elsewhere.

Model for a Work Experience and Training Program

There are many creative and successful work experience and training programs that have been operated by schools and community and junior colleges. Fundable under new Title II and Title IV youth entitlements, notably YETP, the successful programs last six months to a year and usually:

1. Alternate between classroom work on occupational skill development and work in firms or agencies that are potential employers.

2. Involve occupations for which local employment opportunities are good and for which a basic competency can be attained within a reasonable period of time.

3. Begin with a training module, then a work assignment. Subsequently, participants should be reassigned to training where the concentration is on areas of deficiencies identified by the participants and their work supervisors.

4. Provide remedial instructions, as required, but particularly in mathematics and English.

5. Provide job placement assistance.

6. Provide follow-up counseling, if necessary, once participants gain employment.

Example of a Work Experience and Training Program

A Baltimore, Maryland, community college involved in training local CETA participants received funds from its local prime sponsor to establish work simulations within selected training areas. For example, an automotive mechanics program for CETA participants was set up on an eight-hour workday schedule, and the entire training environment simulated a work setting. Employee time clocks, production schedules, and an approximation of the foreman-employee relationship were among techniques utilized to simulate an actual work setting. Students were paid for participation, and pay checks were issued.[41] Equipping the simulated work area was jointly financed by CETA and the college.

Community College-Operated Assessment Program for CETA

Portland Community College, Portland, Oregon, has had a contract with the local prime sponsor that covers all costs for performing assessment of CETA participants eligible under original Title I. When eligibility for service by the prime sponsor has been established, participants are sent to the college for a two-week assessment program. Participants receive no stipend during the two-week period. Their persistence in the program without pay is considered a gauge to check the seriousness of their intent.

During the two-week program, clients work in small groups and individually with a counselor in goal clarification. Their interests and aptitudes are tested, and a program is put together for them.

Alternative results of the program are: clients go directly into on-the-job training operated by the Portland Opportunities Industrialization Center; to work experience and then training; or to referral to PSE employment if a suitable entry level position is available.

Sample Program Funded by Governor's 4 Percent Money

An Oregon community college operates a summer program aimed at identifying disadvantaged rural youth and moving them into the college's Adult Basic Education Program (ABE). The governor's grant funds support location and recruitment of youth between the ages of 16 and 21 who have dropped out of

41. Payment of a salary for training participation is common within Title II training programs and is one allowable way to provide maintenance support while clients are in training.

high school and are located throughout the prime sponsor's large rural service area. Once located, the youth are provided assessment and counseling services and are prompted to enroll in the college's ABE Program. While in training they receive a stipend to help maintain themselves.

Job Seekers' Workshops

Several community colleges have worked through prime sponsors to establish job-seeking workshops for CETA participants. Varying in length from a short-term, intensive session to long-term programs that provide credit, the workshops focus on resumé writing, job search methods, interviewing skills, and social coping skills.

One community college operates an 18-month job-seeking program for selected CETA participants skilled enough for unsubsidized employment but lacking the coping and searching skills to seek employment. Beyond the training mentioned previously, participants set up job seeking teams that go out into the local communities in search of job openings. They use job search techniques they have learned in the classroom to make employer contacts and find job leads. After a sustained period of searching within their teams, they reassemble as a class and share collected information. The result: 76 percent of the participants to date have gained unsubsidized employment in occupations for which they felt suited.

Short-Term Training Programs

Many community and junior colleges establish short-term, intensive training programs specifically to serve CETA Title II clients. Usually in areas in which the college already offers entry level occupational training, the programs differ in that they are short-term and operate six to eight hours a day. To be successful, programs should focus on occupational areas for which there are local manpower shortages and should be flexible enough to allow for individual instruction.

Sample Skill Training and Improvement Program (STIP)

STIP programs have been funded through national Title III monies and are included in Part C, Title IV of the Reauthorization Act. Many community and junior colleges link with prime sponsors to provide special training for particular CETA clients as authorized under this part. For example, one com-

munity college received a $250,000 STIP grant to operate an allied health services training program for CETA-eligible women. Participants operate their own off-campus center, assisting in outreach efforts aimed at identifying program candidates. The center also provides a home for support group sessions operated by the women. Helped to identify allied health areas in which they have skills and interests, participants are involved in on-the-job and classroom training, for which they are paid, with the ultimate goal being unsubsidized employment in their chosen field.

Another Governor's Grants Program

In one state, the majority of the governor's 4 percent monies are contracted to participating community colleges to operate training programs for people released from state-operated correctional institutions. Participating colleges are given 45 slots per quarter to provide short-term and intensive vocational training (e.g., three to nine months in duration). Participants are paid a stipend and allowances while they are in training. Once through training, local prime sponsors take over, helping clients to gain unsubsidized employment or, if deemed necessary, work experience or on-the-job training.

It is likely that there are as many program ideas as there are colleges providing services within CETA. The foregoing serve only to exemplify some of the creative and useful programs that can be developed by colleges and operated within the CETA network.

Resources and Contact Points Within the CETA Network

Written Resources for Learning More about CETA

The primary source for understanding CETA is the text of the Reauthorization Act itself. Reports by the appropriate congressional committees that heard testimony on the respective bills are another valuable source of information, particularly in understanding congressional intent. Beyond that, the proposed rules and regulations, published in the Federal Register are a valuable source of information. Published as interpretations of the Act by the Secretary of Labor, the rules are first published as proposed regulations, and 30 days are given for public comment. During this period Congress also reviews the proposed regulations. If no comments are received, the proposed regulations are reprinted as controlling regulations in the Federal Register. To learn of changes in the regulations prior to receipt of the Federal Register, call Dial-a-Regulation in Washington, D.C., at (202) 523-5022 for a recorded message describing regulations to be included in the next issue.

The Department of Labor issues various field letters and informational reports that serve as further interpretive guides to CETA legislation. Perhaps most useful to persons administering CETA programs are the Department of Labor regional bulletins issued from each regional office by the regional administrator. The bulletins not only contain program information, but also serve as a means for the Department of Labor to advise program operators of changes in the law and of pending legislation. The bulletins also contain technical information such as the amount of appropriations to each prime sponsor in the region and transition rates of participants into unsubsidized employment.

The CETA Act incorporates a number of other laws that may provide answers to specific questions or program concerns. These laws are contained in the United States Code, available at law libraries, and include the Civil Rights Act of 1964, the Fair Labor Standards Act of 1938, and the Davis-Bacon Act. The regulations also incorporate additional Acts and federal regulations as well as materials from the Office of Management and Budget (OMB). OMB circulars affecting CETA can be obtained by calling the local federal information office and placing a request that the desired circulars be forwarded by mail.

Interesting information and reports about CETA are prepared by various groups receiving funds under the Reauthorization Act. These groups include the United States Conference of Mayors, the Conference of Governors, and prime sponsor groups of which the National Association of Counties (NACO) is perhaps the strongest from a political venture point.

United States Department of Labor Employment and Training Administration

A major subdivision of the Department of Labor is the Employment and Training Administration. While CETA activities may be found in other areas of the Department of Labor, most CETA program activities are administered in one office or another within the Employment and Training Administration. Figure 3 provides the most recent organizational chart.

Regional Administrators, Employment and Training Administration

Figure 4 provides the names, addresses, and telephone numbers of the regional administrators of the Employment and Training Administration of the United States Department of Labor responsible for CETA operations.

State Employment and Training Councils and CETA Prime Sponsors

Appendix C provides the most current listing of contact people and addresses and telephone numbers for all state employment and training councils and prime sponsors in the country.

Regional Operations Desk Supervisors

Each Department of Labor region is overseen by a regional desk supervisor in Washington, D.C. Desk supervisors have general responsibility for maintaining communication between the Washington office and the regional offices, and in determining regional support needs. A current listing of desk supervisors is provided in Figure 5.

States within Each CETA Region

Figure 6 provides a list of the states each CETA region is responsible for.

Figure 3. Employment and Training Administration Organization Chart

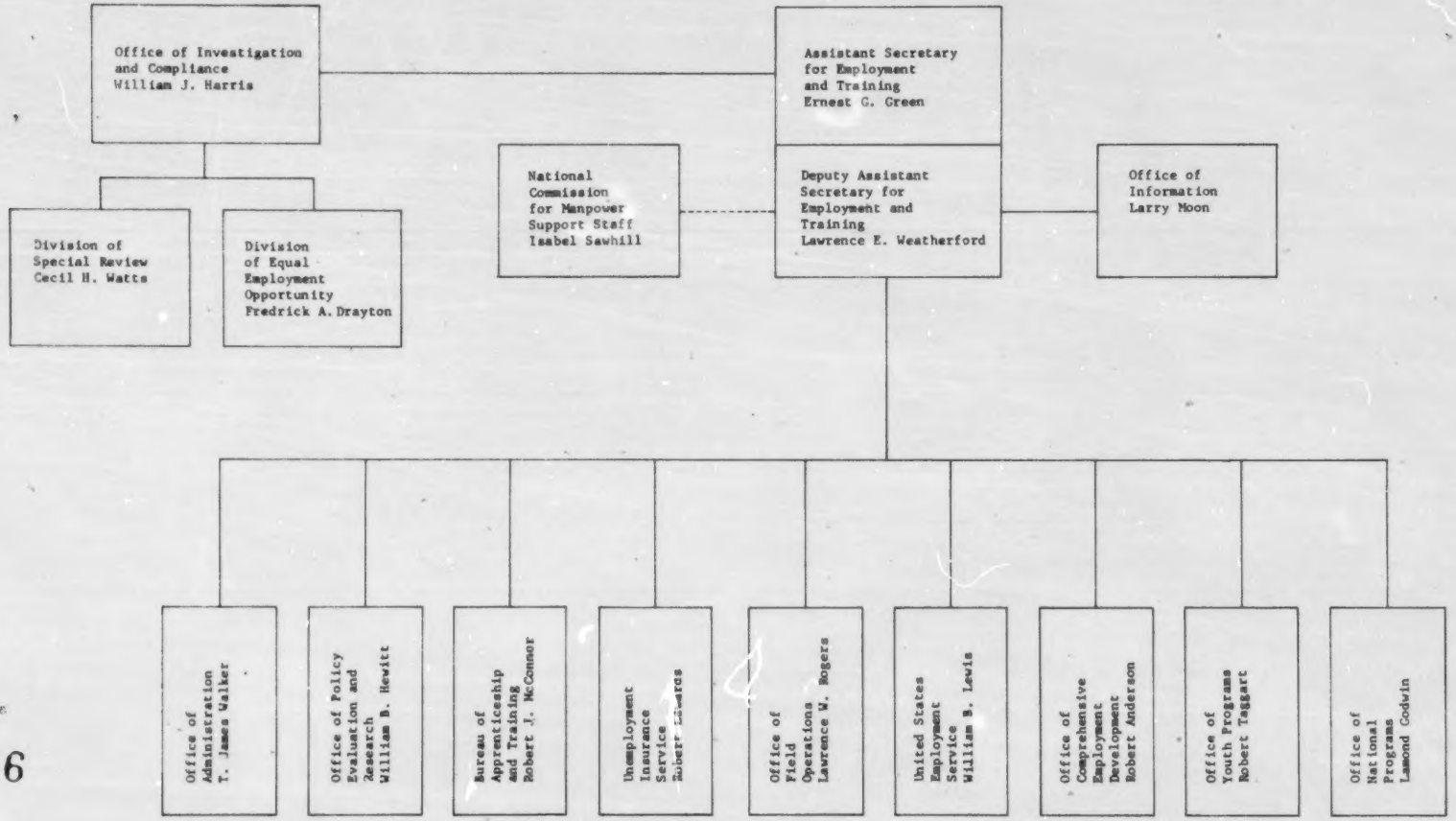


Figure 4. Regional Administrators, Employment and Training Administration

Region I

Timothy Barnicle, Regional Administrator, J. F. Kennedy Building, Room 1707, Boston, Massachusetts 02203. (617) 223-6440

Region II

James A. Ware, Regional Administrator, 1515 Broadway, Room 3713, New York, New York 10036. (212) 399-5445

Region III

William J. Haltigan, Acting Regional Administrator, P.O. Box 8796, Philadelphia, Pennsylvania 19101. (215) 596-6336

Region IV

David Duncan, Regional Administrator, 1371 Peachtree Street, N.E., Room 405, Atlanta, Georgia 30309. (404) 881-4411

Region V

James A. Lowe, Acting Regional Administrator, 230 South Dearborn, 6th Floor, Chicago, Illinois 60604. (312) 353-0313

Region VI

Regional Administrator (Vacant), 555 Griffin Square Building, Room 316, Dallas, Texas 75202. (214) 767-6877

Region VII

Richard G. Miskimins, Regional Administrator, Federal Building, Room 1000, 911 Walnut Street, Kansas City, Missouri 64106. (816) 374-3796

Region VIII

Floyd E. Edwards, Regional Administrator, 16122 Federal Office Building, 1961 Stout Street, Denver, Colorado 80294. (303) 837-4477

Region IX

Carolyn M. Golding, Acting Regional Administrator, 450 Golden Gate Avenue, Box 36084, San Francisco, California 94102. (415) 556-7414

Region X

Jess C. Ramaker, Regional Administrator, Federal Office Building, Room 1145, 909 First Avenue, Seattle, Washington 98174. (206) 442-7700

March 30, 1979

Figure 5. Regional Operations Desk Supervisors, United States Department of Labor, Washington, D.C.

Region	Specialist	Telephone number
Director: Desmond H. Sealy		(202) 376-6968
Region I	Ed Leslie	(202) 376-6968
Region II	Ron Rubbin	(202) 376-6971
Region III	Curt Kage	(202) 376-6974
Region IV	Bill Killion	(202) 376-7016
Region V	Harry Roberson	(202) 376-6971
Region VI	Mel Goldberg	(202) 376-7016
Region VII	Pat Stange	(202) 376-6354
Region VIII	Janet Sten	(202) 376-6354
Region IX	Barbara Farmer	(202) 376-6354
Region X	Sue Schlickeisen	(202) 376-6971

Figure 6. States within CETA Regions I through X

Region I	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Region II	New Jersey, New York, Puerto Rico, Virgin Islands
Region III	Delaware, Washington, D.C., Maryland, Pennsylvania, Virginia, West Virginia
Region IV	Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee
Region V	Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
Region VI	Arkansas, Louisiana, New Mexico, Oklahoma, Texas
Region VII	Iowa, Kansas, Missouri, Nebraska
Region VIII	Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming
Region IX	American Samoa, Arizona, California, Guam, Hawaii, Nevada, Trust Territories
Region X	Alaska, Idaho, Oregon, Washington

Appendix A.

Description of the Comprehensive Employment and Training Act (CETA) Amendments of 1978*

Program Title	Program Description
Purpose (Section 2)	To provide job-training and employment opportunities for economically disadvantaged, unemployed or underemployed, or in school persons that will improve their earning capacity and their self-sufficiency by establishing a flexible, coordinated, and decentralized system of federal, state, and local programs. To provide for the maximum coordination of plans, programs, and activities under the Act with economic development, community development, vocational education, and rehabilitation and social service programs.
Definitions (Section 3) . .	Includes important definitions such as economically disadvantaged, underemployed persons, etc.
Title I	
Administrative Provisions	
Part A. Organizational Provisions .	Prime sponsors (defined in Section 101) and the United States Secretary of Labor to provide services. Prime sponsors must submit: (1) comprehensive employment and training agreement (long-term charter) including a description of involvement of educational agencies and, among other things, the arrangements made to provide participants with job-search assistance and counseling, and (2) an annual plan. Prime sponsors must allow 30 days of review and comment on the plans by, among others, educational agencies and institutions, prior to submission. States receiving CETA funds must submit a Governor's Coordination and Special Services Plan. Prime sponsors must establish planning councils, including education and training institutions, that meet at least five times per year. States must establish a State Employment and Training Council (renamed from State Manpower

Program Title	Program Description
	Services Council) that must meet at least five times per year. Appropriations authorized through 1982, except for youth programs authorized under Title IVA and private sector initiatives (Title VII), both of which are authorized through 1980.
Part B. General Provisions (formerly Title VII)	Sets forth conditions applicable to all programs, including those operated by subgrantees. Included are: ▪ No person can participate in programs for longer than two and one-half years within any five-year period, with no more than 26 weeks counted for those participating before October 1, 1978. ▪ Public Service Employment (PSE) jobs to be given to the most severely disadvantaged. Special consideration to be given to those receiving public assistance. ▪ PSE limited to 78 weeks in any five-year period, with special exceptions defined, including no more than 26 weeks counted for PSE employment prior to October 1, 1978. ▪ Work experience limited to 1,000 hours per year (except in-school youth) and 2,000 per individual in five years. ▪ Institutional and classroom training limited to 104 weeks in five years. ▪ PSE wages not to exceed $10,000 per year in special circumstances, with the average PSE wage not to exceed $7,200. ▪ PSE wages not to be supplemented with other funds except under some circumstances in PSE Title VI. ▪ Substitution of PSE for existing jobs disallowed. ▪ Special projects for weatherizing housing given special emphasis. Establishes reports and audits procedures. Establishes the Office of Management Assistance.
Title II	
Comprehensive Employment and Training Services (combines original Titles I and II)	
Part A. Financial Assistance Provisions	Purposes of Title same as original Title I and Title II PSE. Different allocation formulas:

Program Title	Program Description
	■ State Supplemental Vocational Education Grants from 4 percent to 6 percent of parts A, B, and C of Title II. 85 percent of those funds to be used for vocational training and services. Remainder, among other things, to provide technical assistance to vocational education institutions and local education agencies in making cooperative arrangements with prime sponsors; and in developing curriculum materials and prime sponsor staff development. ■ 4 percent of A, B, and C authorized for governor's discretionary funds (few restrictions on the use of funds). ■ 1 percent authorized to governor to encourage coordination and establish linkages between prime sponsors and educational agencies and institutions. ■ 1 percent of parts A, B, and C to governor to establish state employment and training councils. Prime sponsors required to make agreements with local education agencies (secondary schools) or postsecondary education institutions to provide vocational education, employment, and instruction in basic cognitive skills. Prime sponsors required to assist each participant in preparation of a personalized employment plan.
Part B. Services for the Economically Disadvantaged (formerly Title I)	Services include job search assistance, outreach, education and institutional skill training, on-the-job training and work experience, and supportive services (e.g., child care, health care, transportation, etc.), among others. Funds allocated for Parts A, B, and C cannot be used for public service employment. Work experience must be designed to lead to unsubsidized employment, except for in-school youth.
Part C. Upgrading and Retraining (new program)	Prime sponsors may provide financial assistance to public and private employers for costs of upgrading programs. Individuals eligible include: those operating at less than full potential and primarily in entry level positions with little normal advancement opportunity. Successful completion of program expected to lead to employment with the employer in the occupation in which employee has been upgraded.

Program Title	Program Description
	Prime sponsors may operate retraining programs directly or through agreements for those with a bona fide notice of impending lay off who have little opportunity to be reemployed in the same or equivalent job.
Part D. Transitional Employment Opportunities for the Economically Disadvantaged (formerly Title II)	Purpose is to provide transitional employment to economically disadvantaged persons who are unemployed for 15 or more weeks or on welfare. Employment must be entry level; must be combined with training and support services if available and must be designed to move participants into unsubsidized employment. Not more than 10 percent of Part D to be used for administrative costs. Not less than 10 percent in FY79 to be used for training, increasing to 22 percent in FY82. PSE wages may not be supplemented.
Title III	
Special Federal Responsibilities	Funds available for Title limited to 20 percent of the Act's appropriation, less Titles IID and VI.
Part A. Special National Programs and Activities	United States Department of Labor administers additional employment and training services to target groups in need of services, including offenders, persons of limited English language proficiency, handicapped individuals, women, single parents, displaced homemakers, youth, older workers, individuals who lack educational credentials, public assistance recipients, and others. Authorizes Native American employment and training programs. Continues migrant and seasonal farmworker employment and training programs. Job search and relocation assistance authorized through agreements with states, state agencies, or prime sponsors. Programs for handicapped to include programs to train personnel to work with and assist the handicapped, such as interpreters for the deaf. Veterans' information and outreach to be established. Partnership programs between prime sponsors and employment security agencies to be established.

Program Title	Program Description
	New projects for middle-aged and older workers authorized to help them in their transition to new occupations and to conduct research. Authorizes local workshops for youth and others interested in self-employment or managing small businesses.
Part B. Research, Training and Evaluation	The Secretary of Labor is to establish a comprehensive program of employment and training research that may include studies relating to easing the transition from school to work. Provides for labor market information and job bank program at national level. Secretary authorized to provide State Vocational Education Board with up to 50 percent of costs to establish community vocational resource centers to provide guidance and counseling to CETA participants. Secretary to establish experimental Welfare Demonstration Projects to test efforts at getting those on public assistance into unsubsidized public and private employment. National Occupational Information Coordinating Committee (NOICC) to pay special attention to labor market information needs of youth. Establishes voucher demonstration projects. Establishes experimental program to stimulate local private economic development.
Title IV	
Youth Programs	Consolidates Youth programs into one Title, including those authorized by Youth Employment and Demonstration Projects Act of 1977 (YEDPA).
Part A. Youth Employment Demonstration Programs (formerly YEDPA, Title III, Part C)	Subpart 1. Youth Incentive Entitlement Pilot Projects (YIEPP) Selected prime sponsors receive funds to provide employment (average 20 hours per week during school year and 40 hours per week during summer) for disadvantaged youth (ages 16-19) attending secondary schools or high school equivalency programs. Projects may be operated by education institutions and include occupational and career counseling. Programs are experimental. Prime sponsors must submit proposals to be eligible. Subpart 2. Youth Community Conservation and

Program Title	Program Description
	Improvement Projects (YCCIP) Unemployed youth between 16 and 19 eligible to receive employment, work experience, skill training, and community services while participating in community involvement projects not to exceed 12 months. Projects to be conducted so that youth in school may receive academic credit for work experiences. Subpart 3. Youth Employment and Training Programs (YETP) Programs are to be designed to make a significant long-term impact on the structural unemployment of youth, and to enhance job prospects and career opportunities through programs of employment, community service and training, and supportive services. Prime sponsors must establish youth councils to be eligible. Councils must include representation from local education agency and postsecondary education institutions, among others. 22 percent of funds set aside for programs for in-school youth, requiring prime sponsor-local education agency agreement. Programs under 22 percent may include services for eligible participants who are enrolled or agree to enroll in junior or community colleges, or a technical or trade school as well as participants enrolled in secondary schools. All programs to provide counseling and job placement and academic credit for work are encouraged. Youth 16-21 eligible. 5 percent of YETP to go to governor to operate special statewide youth services. Secretary of Labor retains funds to provide or contract for innovative, experimental programs for participants in secondary schools, post-secondary education institutions, and trade or technical schools. Part A program extended through FY 1980.
Part B. Job Corps (formerly Title IV)	Retains Job Corps as a federal program for low-income disadvantaged youth. Centers may be residential or nonresidential, and postsecondary institutions may be involved to provide required education, vocational training, work experience, and counseling. Grants for demonstration programs involving education are available. Job Corps extended through FY 1982.

Program Title	Program Description
Part C. Summer Youth Programs (formerly Title III)	SPEDY summer programs authorized for youth through FY1982.
Title V	
National Commission for Employment Policy	Formerly the National Commission for Manpower Policy, this commission has responsibility for examining the issues of national manpower policy, including vocational education needs of the nation.
Title VI	
Countercyclical Public Service Employment Program	Provides for countercyclical PSE to vary with the rate of unemployment, with the number of jobs funded to employ 20 percent of number unemployed in excess of 4 percent unemployment rate or 25 percent of the number unemployed in excess of 4 percent when national unemployment rate exceeds 7 percent. Eligible participants must be unemployed for at least 10 of the last 12 weeks or be on welfare and must not have family income above 100 percent of lower living standard. 50 percent of the funds must be used for projects limited in duration to 18 months. All other jobs must be entry level. In FY79, no more than 80 percent of appropriation can be used for wages and benefits with not less than 10 percent of the remainder to be used for training. Wage supplementation cannot exceed 10 percent of the total grant to any prime sponsor except under special circumstances.
Title VII	
Private Sector Opportunities for the Economically Disadvantaged (new Title)	Purpose of this new Title is to demonstrate the effectiveness of a variety of approaches to increase involvement of the business community in employment and training and to increase private sector opportunities for unemployed or underemployed persons who are economically disadvantaged.

Program Title	Program Description
	Prime sponsors must establish Private Industry Councils (PICs), primarily composed of business representatives. Program activities must augment private sector-related activities under CETA and may include: coordinating programs concerned with jobs and training and education; developing linkages between employment and training programs, education institutions and the private sector; and coordinating innovative cooperative education programs for youth in secondary and postsecondary schools designed to coordinate education programs and work in the private sector. Authorized for two years.
Title VIII	
Young Adult Conservation Corps (YACC)	Originally established under YEDPA, YACC is administered through interagency agreements with Secretary of the Interior and Secretary of Agriculture. Department of Labor refers eligible applicants (unemployed, between 16 and 23) to Department of Interior and Department of Agriculture for maximum enrollment of 12 months. Work projects are residential or nonresidential and operate to improve public lands.

*Underscored statements denote significant changes in the law as a result of the 1978 reauthorization.

Appendix B.

Comparison of the 1978 CETA Reauthorization with the Original CETA Act by Major Elements

Original Act	CETA reauthorization
Comprehensive Manpower Services (Title I)	Comprehensive Employment and Training Services (Title II A, B, C)
Funding Formula	Funding Formula
■ 4 percent to State Supplemental Vocational Education Grants	■ 6 percent of Parts A, B, and C for State Supplemental Vocational Education Grants
■ 4 percent Governor's Discretionary Fund	■ 4 percent of Parts A, B, and C for Governor's Discretionary Fund
■ 1 percent to governor to establish State Manpower Service Council	■ 1 percent to governor to establish State Employment and Training Council
	■ 1 percent to governor to encourage coordination and establish linkages between prime sponsors and education agencies and institutions
Eligibility:	Eligibility:
■ All Parts: unemployed, underemployed, or economically disadvantaged	■ For Parts A and B: Economically disadvantaged (70 percent of the BLS lower living standard budget or OMB poverty criteria) and unemployed, underemployed, or in school. No income criteria imposed for Part C-Upgrading and Retraining
Activities:	Activities:
■ Institutional, classroom, and on-the-job training, work experience, public service employment, counseling, and supportive services	■ For Parts A, B, and C: Institutional, classroom, and on-the-job training, work experience, counseling, supportive services, upgrading and retraining. Funds from A, B, and C Title II cannot be used for public service employment
Time Limits on Participation:	Time Limits on Participation:
■ All programs under Act: None	■ All programs under Act: Two and one-half years in five years
■ Work experience: None	■ Work experience: 1,000 hours in one year except for in-school youth; 2,000 hours in five years

Original Act	CETA reauthorization
■ Institutional and classroom training: 104 weeks	■ Institutional and classroom training: 104 weeks in five years
Public Service Employment (Title II)	Public Service Employment (Title II, Part D)
Eligibility:	Eligibility:
■ Unemployed for at least 30 days or underemployed	■ Economically disadvantaged and unemployed 15 or more weeks on welfare
Limitation on Use of Funds:	Limitation on Use of Funds:
■ 85 percent of the funds must be used for wages and employee benefits	■ Public service must be combined with training and lead to unsubsidized employment. At least 10 percent of funds must be used for training in FY1979; graduated up to 22 percent in FY1982.
Wages:	Wages:
■ Funds cannot be used to pay at a rate in excess of $10,000 per year. Wages may be supplemented by the prime sponsor	■ Wages cannot exceed $10,000 per year; adjusted upward by the ratio that local wages bear to the national average, but not more than 20 percent. Wages may not be supplemented. Average wages in each prime sponsor area may not exceed $7,200, adjusted by the ratio that the local wage rates bear to the national average
Duration:	Duration:
■ No limit	■ Limited to 78 weeks in a five-year period; provides that those participating before October 1, 1978 shall have no more than 26 weeks counted against the 78-week maximum. Secretary may waive 78-week maximum under special circumstances, which include new enrollees in areas with 7 percent or higher unemployment
National Programs (Title III)	National Programs (Title III)
Special National Programs and Activities	Special National Programs and Activities
To serve:	To serve:
■ Native Americans	■ Native Americans, including native Hawaiians
■ Youth	
■ Migrants	■ Migrants

Original Act	CETA reauthorization
■ Persons with limited English-speaking ability ■ Other special target groups ■ Research, training, and evaluation	■ Displaced homemakers ■ Women and single parents ■ Middle-aged and older workers ■ Youth ■ Public assistance recipients ■ Other special target groups ■ Research, training, evaluation, including welfare demonstration projects
Youth Programs (Titles III and IV) ■ Summer Youth Employment Program (Part A, Title III) ■ Youth Employment and Demonstration Programs (Part C, Title III) includes: -- YIEPP -- YCCIP -- YETP ■ Job Corps (Title IV)	Youth Programs (Title IV) ■ Youth Employment Demonstration Programs (Part A) includes: -- YIEPP -- YCCIP -- YETP Youth Employment Demonstration Programs reauthorized for two years ■ Job Corps (Part B, Title IV) ■ Summer Youth Employment Programs (Part C, Title IV)
National Commission for Manpower Policy (Title V)	National Commission for Employment Policy (Title V) ■ Name changed and membership somewhat reconstituted
Countercyclical Public Service Employment (Title VI) Eligibility: ■ Regular Program: 30 days unemployed or underemployed; half the attrition from regular program must be filled by persons meeting eligibility criteria for projects ■ Projects: Unemployed for at least 15 weeks, exhausted unemployment benefits or not eligible for unemployment benefits or is a member of family receiving welfare whose family income does not exceed 10 percent of BLS lower living standard	Countercyclical Public Service Employment (Title VI) Eligibility: ■ Unemployed 10 of the last 12 weeks or on welfare, whose family income does not exceed 100 percent of the BLS lower living standard budget ■ Projects: Same as above

Original Act	CETA reauthorization
Limitation on Use of Funds: ■ At least 85 percent of funds must be used for wages and benefits	Limitation on Use of Funds: ■ In FY1979, no more than 80 percent of the funds can be used for wages and benefits; not less than 10 percent must be used for training, and the remainder may be used for administrative costs. In subsequent years: 80 percent for wages and benefits, 5 percent training, and remainder for administrative costs
PSE Wages: ■ Funds cannot be used to pay at rate in excess of $10,000 per year. Wages may be supplemented	PSE Wages: ■ Same as Title II except that prime sponsors may supplement wages. Total supplement cannot exceed 10 percent of prime sponsor's total Title VI allocation, except in areas where average wages are between 125 and 150 percent of national average, where supplementation can go up to 20 percent
PSE Duration: ■ Regular Program: No provision ■ Projects: Both project and job not to exceed 12 months	PSE Duration: ■ Regular Program: Same as Title II ■ Projects: Must be of limited duration -- 18 months -- and applicable to at least 50 percent of the jobs funded under this title; jobs not in projects must be at the entry level
	Private Sector Initiatives for the Economically Disadvantaged (Title VII) ■ See Appendix A for explanation
Young Adult Conservation Corps (Title VIII) Authorization: ■ Through FY1980	Young Adult Conservation Corps (Title VIII) Authorization: ■ Through FY1982 ■ See Appendix A for explanation

Appendix C.

Contacts in All State Employment and Training Councils and Prime Sponsors

Prime Sponsor	Contact Person
Alabama	
Birmingham Consortium	Howard Melton Birmingham Area Manpower Consortium Community Development Department City Hall, Birmingham, Alabama 35203
Balance of State	Roscoe Avery State of Alabama, Dept. of Industrial Relations Industrial Relations Building Montgomery, Alabama 36104
Mobile Consortium	Sydney Raine Mobile County Consortium 500 St. Francis Street, Mobile, Alabama 36601
Huntsville Consortium	Dave Morgan Huntsville/Madison Consortium P.O. Box 308, Huntsville, Alabama 35804
Tuscaloosa County	Larry Kincaid Tuscaloosa County Commission, P.O. Box 2410 Tuscaloosa, Alabama 35401
Montgomery Consortium	Patricia McDonald Autauga, Elmore and Montgomery 10 High Street, Suite 320 Montgomery, Alabama 36104
Alaska	
Municipality of Anchorage	Jewel Jones, Director, Human Development Attn: Vince Fennimore Municipality of Anchorage, Pouch 6-650 Anchorage, Alaska 99510
State of Alaska	Lois A. Lind, Director, Manpower Division Municipality of Anchorage, Pouch BC Anchorage, Alaska 99811
Arkansas	
State of Arkansas	B. J. McCoy, Director 2020 West Third Street, P.O. Box 5162 Hillcrest Station, Little Rock, Arkansas 72205

Prime Sponsor	Contact Person
Arkansas (cont.)	
Texarkana Consortium	Thornton Mitchell City of Texarkana, Arkansas 108 State Line, Texarkana, Arkansas 75501
Central Arkansas Consortium . . .	Nathaniel Hill, Director Human Resource - Room 208 City of Little Rock, Markham and Broadway Little Rock, Arkansas 72201
Arizona	
State of Arizona	Dave Ellis, Manager Office of Manpower Planning P.O. Box 6123 Phoenix, Arizona 85005
Maricopa County	Adolphe Echeveste, META Administrator Maricopa County Personnel Department County Administration Bldg. 111 South Third Avenue, 2nd Floor Phoenix, Arizona 85003
Tucson/Pima Consortium	Frank Romero, Director Tucson/Pima Employment and Training Consort. 100 N. Stone, Suite 400 P.O. Box 27210 Tucson, Arizona 85726
City of Phoenix	Travis Williams Acting CETA Administrator 114 W. Adams Street, Room 400 Phoenix, Arizona 85003
California	
County of Kern	Tim E. Christensen Manpower Planning Program Director 1035 17th Street Bakersfield, California 93301
Inland Manpower Association . . .	Frank Martinez Executive Director Inland Manpower Association 336 N. La Cadena Drive, Box 350 Colton, California 92324
City of Glendale	David Ramsay Manpower Director City of Glendale 633 East Broadway Glendale, California 91205

Prime Sponsor	Contact Person
California (cont.)	
Fresno City/County Manpower Commission	Leonel Alvarado, Executive Director Fresno Employment and Training Commission 1404 L Street Fresno, California 93721
County of Imperial	Mary Rangel, Admin. Imperial County CETA Services 640 State Street El Centro, California 92243
County of Humboldt	Jud Whyte, Director 922 Fourth Street Suite 2 Eureka, California 95501
County of Merced	Richard Rogers, Managing Director Merced County CETA 1020 West 17th Street Merced, California 95340
Orange County Manpower Comm.	Robert C. Nelson Executive Director Orange County Manpower Commission 433 Civic Center Drive Santa Ana, California 92701
City of Oakland	Margaret Rogers, Director Employment and Training Department City of Oakland 14th and Washington Streets Oakland, California 94612
City of Richmond.	Kenneth H. Smith City Manager Civic Center Plaza Richmond, California 94804
Pasadena (City of)	Thomas P. Hamilton, II Acting Director Dept. of Human Services 100 North Garfield, Room 304 Pasadena, California 91109
County of San Luis Obispo	Joe Turner, Director County Office of Employment and Training 303 Higuera San Luis Obispo, California 93401
County of Stanislaus	Carolyn List Manpower Planner County of Stanislaus 1100 H Street Modesto, California 95354

Prime Sponsor	Contact Person
California (cont.)	
City of Sunnyvale	John A. Gordon, Director Div. of Employment Development P.O. Box 607 Sunnyvale, California 94088
Ventura County	James Isom Director, Department of Employment and Training 3161 Loma Vista Road Ventura, California 93003
Tulare County Human Services . .	Robert N. Scott Director Tulare and Kings Counties 1620 West Mineral Avenue, Suite D Visalia, California 93277
City and County of San Francisco	Eunice Elton Manpower Director 1453 Mission Street San Francisco, California 94103
County of Santa Barbara	Harvey Clement, Director CETA Program County of Santa Barbara 1018 Garden Street Santa Barbara, California 93101
County of San Mateo	E. Francis David Director San Mateo County, UCB Building 702 Marshall Street, 2nd Floor Redwood City, California 94063
City of Torrance	Elaine M. Winer, Coordinator 3031 Torrance Boulevard Torrance, California 90503
San Diego Regional Training and Employment Consortium	Thomas Nagle Executive Director 861 6th Avenue Box 2072 San Diego, California 92112
Sacramento/Yolo Consortium . . .	Elza H. Minor, Jr. Executive Director Sacramento/Yolo Employment and Training Agency 1255-8th Street, Suite 260 Sacramento, California 95814
County of Butte	Jim Rackerby, Manpower Director County of Butte Dept. of Personnel and Manpower 1667 Montgomery Street Oroville, California 95965

Prime Sponsor	Contact Person
California (cont.)	
City of Berkeley	Barbara Yoder CETA Administrator 2180 Milvia Street Berkeley, California 94704
County of Contra Costa	Judy Miller, Director Manpower Program 2401 D Stanwell Drive Concord, California 94520
California State Governor's Grant . . .	Anthony Gutierrez Director State CETA Office 800 Capitol Mall MIC 77 Sacramento, California 95814
Stockton/San Joaquin County . . .	George Moton Manpower Director Department of Employment and Training Opportunities City Hall Stockton, California 95202
County of Santa Cruz	Robert Nyman, Administrative Officer Santa Cruz County CETA 701 Ocean Street Santa Cruz, California 95060
Santa Clara/San Jose Valley (Consortium)	Daniel Campos, Executive Director Santa Clara Valley Employment and Training Board 33 East San Fernando Street San Jose, California 95113
County of Sonoma	John Masura, Acting Director CETA Services 2544 Cleveland Avenue Santa Rosa, California 95401
County of Solano	John H. Blue, Directo Department of Manpower Programs 717 Missouri Street Fairfield, California 94533
Alameda County/City of Training and Employment Board	Suren Dutia Executive Director 22738 Mission Boulevard Hayward, California 94541
Los Angeles City	Jerome F. Miller, General Manager Community Development Department 200 North Spring Street, Room 309 Los Angeles, California 90012

Prime Sponsor	Contact Person
California (cont.)	
City of Long Beach	Taufig K. Rushdy, Manpower Director 333 West Ocean Boulevard, 4th Floor Long Beach, California 90802
County of Marin	Dennis Brown Manpower Director 21 Tamal Vista Boulevard, Suite 115 Corte Madera, California 94925
County of Los Angeles	William Kreger, Deputy Director Planning and Program Development County of Los Angeles 2999 West 6th Street Los Angeles, California 90020
County of Monterey	Diane Skidmore Employment and Training Director - CETA 159 Auburn Street P.O. Box 180 Salinas, California 93901
Colorado	
Jefferson County	Edward Brantz Jefferson County CETA 8790 West Colfax, Suite 200 Lakewood, Colorado 80215
Weld County	Walter Speckman Executive Director Human Resources Division P.O. Box 1805 Greeley, Colorado 80631
Pueblo County	John Romero Manpower Administrator 720 North Main Street, Suite 320 Pueblo, Colorado 81003
Colorado Springs Consortium . . .	Ray Rodrigues - CETA Administrator 105 E. Vermijo Street Suite 320 Colorado Springs, Colorado 80903
Arapahoe County Manpower	Vickie O'Quinn Manpower Administration Director 5231 S. Santa Fe Littleton, Colorado 80120
Adams County.	Doug Cramer Manpower Director Building 3-L 7100 Broadway Denver, Colorado 80221

Prime Sponsor	Contact Person
Colorado (cont.)	
Balance of State	John Kezer, Deputy Director Div. of Employment and Training 251 E. 12th Avenue Denver, Colorado 80203
Boulder County	Judy Richtel Manpower Administration Director 2750 Spruce Street Boulder, Colorado 80302
City and County of Denver	Juan McAllister Denver Employment and Training Administration 1421 Elati Street Denver, Colorado 80204
Larimer County	John Priest Manpower Administration Director Larimer County Commissioners P.O. Box 1190 Fort Collins, Colorado 80522
Connecticut	
Bridgeport Manpower Consortium .	Robert G. Gilmore Acting Director Employment and Training Administration 181 Middle Street Bridgeport, Connecticut 06604
Stamford/Greenwich/Darien . . . . Consortium	Edward X. Canning Manpower Director 20 Summer Street Stamford, Connecticut 06901
Balance of State (Connecticut) .	Olive M. Sheehan Executive Director, Office of Employment and Training Connecticut State Labor Department 200 Folly Brook Boulevard Wethersfield, Connecticut 06109 and Peter Reilly Attn: Olive Sheehan, Connecticut Labor Department 200 Folly Brook Boulevard Wethersfield, Connecticut 06109
New Haven LMA Consortium	Tom Corso Manpower Coordinator City Hall 161 Church Street New Haven, Connecticut 06510

Prime Sponsor	Contact Person
Connecticut (cont.)	
City of Hartford Consortium . . .	Ron Isler Manpower Coordinator Comprehensive Manpower Program 750 Main Street Hartford, Connecticut 06103
Waterbury City	Raymond Frageau Manpower Coordinator Croft High School 20 S. Elm Street Waterbury, Connecticut 06702
Stamford Consortium	Edward Canning Manpower Director 20 Summer Street Stamford, Connecticut 06901
Delaware	
City of Wilmington	Kevin McGonegal, Director Division of Manpower and Development Department of Planning and Development 800 French Street, 4th Floor Wilmington, Delaware 19801
State of Delaware Intergovernmental Manpower Consortium .	Donald P. Whiteley Chairman, State Manpower Services Council 701 Shipley Street Wilmington, Delaware 19801
District of Columbia	
District of Columbia	Thomas A. Wilkins, Director Department of Manpower 500 C Street, N.W., Room 600 Washington, D.C. 20001 and Julian Dugos City Administrator District Bldg. Washington, D.C. 20004
Public Interest Groups	None
Florida	
Okaloosa	B. B. Saddler Director of Human Resources Okaloosa County Courthouse Crestview, Florida 32526

Prime Sponsor	Contact Person
Florida (cont.)	
Broward Consortium	Robert D. Johnston Executive Director Manpower Planning Staff Broward Manpower Council 330 N. Andrews Avenue Fort Lauderdale, Florida 33311
Brevard County.	Lee Metcalf Manpower Planning Staff Merritt Island Courthouse 2575 North Courtney Boulevard Merritt Island, Florida 32952
Balance of State	Edward Feaver, Director State Manpower Planning Council 1801 South Gadsden Street Tallahassee, Florida 32301
Escambia County	Chuck Bates, Director Department of Health and Social Service Escambia County Town and County Plaza Bldg. Lower Level Pensacola, Florida 32505
Lee County	Dick Schmidt County Projects Officer Lee County P.O. Box 398 Fort Myers, Florida 33902
Heartland Manpower Consortium .	Barbara Monahan Manpower Director Heartland Manpower Consortium 1555 W. Main Street Bartow, Florida 33830
Manatee County	Regis Chapman Administrator Department of Human Resources P.O. Box 1138 Bradenton, Florida 33505
Leon/Gadsen Consortium	John Alrich, Director Leon County Department of Human Resources Leon/Gadsden Consortium 304 W. College Avenue Tallahassee, Florida 32301
Northeast Florida Manpower Consortium . . .	Kevin M. O'Melia Executive Director N.E. Florida Manpower Consortium 135 Riverside Avenue Jacksonville, Florida 32202

Prime Sponsor	Contact Person
Florida (cont.)	
Dade/Monroe Consortium	Barry Evans, Executive Director Manpower Planning Consortium 7880 Biscayne Boulevard 8th Floor Miami, Florida 33138
Palm Beach County	William A. West Executive Director Job Opportunity/Training Service 910 Evernia Street West Palm Beach, Florida 33401
Orange/Orlando Consortium	John H. Combs Department of Manpower Services Orange/Orlando Consortium 525 South Magnolia Avenue Orlando, Florida 3280
St. Petersburg Consortium . . .	Ed Lachman, Director Department of Grants Development Pinellas County Courthouse 315 Haven Street Clearwater, Florida 33516
Pasco County.	Sue Roche Manpower Services Pasco County 1109½ North 14th Street Dade City, Florida 33525
Seminole County	Henry (Hank) C. Newell Manpower Director Manpower Division Seminole County, Courthouse 109 North Park Avenue Sanford, Florida 32771
Sarasota County	Robert Kirce, Director Manpower Planning Staff Sarasota County 1938 Laurel Street Sarasota, Florida 33578
Volusia County	Thomas C. Schley Manpower Director Volusia County 724 South Segrave Daytona Beach, Florida 32014

Prime Sponsor	Contact Person
Florida (cont.)	
Tampa/Hillsborough Consortium . .	Charles D. Dunn Manpower Director Tampa/Hillsborough Consortium 915 N. Ashley Drive Suite 404 Tampa, Florida 33602
Alachua County	Shirley Conroy Manpower Planning Staff Alachua CETA Program 717 S.W. Fourth Avenue Gainesville, Florida 32601
Georgia	
Savannah-Catham Consortium . . .	George Chiotellis Manpower Planning Coordinator P.O. Box 1027 Savannah, Georgia 31402
Mid-Georgia Consortium	Mary Harris Manpower Planning Coordinator Middle Georgia Consortium P.O. Box 247 Macon, Georgia 31202
Fulton County	Virginia Stanton Director of Finance 165 Central Avenue, Room 401 Atlanta, Georgia 30303
DeKalb County	Gloria Close CETA Director DeKalb County 556 N. McDonough Street Decatur, Georgia 30030
Gwinnett County	Pat Brown Manpower Planner Gwinnett County 240 Oak Street Lawrenceville, Georgia 30245
Balance of State	Don R. Bryant Deputy Director for Manpower of the Employment Security Agency 501 Pulliam Street, Room 525 Atlanta, Georgia 30312
City of Atlanta	Aaron Turpeau Manpower Planning Director 98 Mitchell Street Suite No. 6 Atlanta, Georgia 30303

Prime Sponsor	Contact Person
Georgia (cont.)	
Clayton County	Roy Butts Director Clayton County 667 South Avenue P.O. Box 1066 Forest Park, Georgia 30050
Central Savannah River Area Manpower Consortium	Aven King Administrator, CSRA Employment and Training Consortium 1261 Greene Street Augusta, Georgia 30902
Columbus Area Consortium	Richard M. Leukhardt Director, CETA Government Center P.O. Box 1340 Columbus, Georgia 31902
Cobb County	Frank Phillips Manpower Planner Cobb County P.O. Box 649 Marietta, Georgia 30061
Hawaii	
Balance of State . . . . . (and Governor's Special Grant)	Robert Watada, Director Office of Manpower Planning 1164 Bishop Street, Suite 600 Honolulu, Hawaii 96813
City and County of Honolulu . . .	Hoaliku L. Drake, Director Office of Human Resources City and County of Honolulu Honolulu Municipal Building, 6th Floor Honolulu, Hawaii 96813
Idaho	
Idaho Manpower Consortium	Glenn Nichols, Executive Director Idaho Manpower Consortium P.O. Box 35 Boise, Idaho 83735
Illinois	
McHenry County.	Jack Haffner McHenry County Manpower Planner 2200 North Seminary Avenue Woodstock, Illinois 60098

Prime Sponsor	Contact Person
Illinois (cont.)	
Rockford Consortium	Thomas Cave, Director Office for Comprehensive Employment and Training 401 South Main Street Rockford, Illinois 61101
Peoria Consortium	O. Merrill Boggs Peoria Consortium 613 N.E. Jefferson Peoria, Illinois 61603
Sangamon Cass Consortium	Carol Patkus Sangamon-Cass Consortium 325 N. Grand Avenue-East Springfield, Illinois 62703
Rock Island County	Philip Olson County Manpower Planning Director Rock Island County Building, 2nd Floor 1504 Third Avenue Rock Island, Illinois 61201
Shawnee Consortium for Southernmost Illinois	Sarah J. Clarke Project Director Box 298 Karnak, Illinois 62959
St. Clair County Consortium . . .	Charles Stevens St. Clair County Manpower Planner 512 E. Main Street Belleville, Illinois 62721
Tazewill County	Norman Hill P.O. Box 315 Pekin, Illinois 61554
Will Grundy Consortium	Lou Krause, Director Will Grundy Consortium, Room 305 68 N. Chicago Street Joliet, Illinois 60431
Champaign Consortium	Karen Larson, CETA Director Champaign Consortium 202 West Hill Street Champaign, Illinois 61820
Cook County	William M. Doyle Chief Administrative Officer Cook County Building, Room 82 118 North Clark Street Chicago, Illinois 60602
City of Chicago	Samuel C. Bernstein Mayor's Office of Manpower 180 N. LaSalle Street, Suite 800 Chicago, Illinois 60602

Prime Sponsor	Contact Person
Illinois (cont.)	
City of East St. Louis.	Charles Peabody City Manpower Administrator 234 Collinsville Avenue, Room 200 East St. Louis, Illinois 62201
DuPage County	Pete Scully DuPage County Planning Dept. 421 N. County Farm Road Wheaton, Illinois 60187
Kane County Consortium	James Clapper Kane County Manpower Director 719 S. Batavia Avenue Geneva, Illinois 60134
State of Illinois	Robert P. Goss, Director State of Illinois Office of Manpower and Human Development 623 East Monroe Springfield, Illinois 62701
LaSalle County.	John L. Mori CETA Administrator First Federal Savings and Loan Building 633 LaSalle Street Ottawa, Illinois 61350
Lake County	Clifford Van Dyke Lake County Manpower Program 213 Water Street Waukegan, Illinois 60085
Madison County Consortium . . .	Daniel D. Churovich, Director Madison County Consortium 103 Purcell, Room 500 Edwardsville, Illinois 62025
Macon County	David Spence, Acting Project Administrator CETA Services 141 N. Church Street Decatur, Illinois 62623
McLean County	Keith Stein CETA Director McLean County CETA Program 201 East Grove Bloomington, Illinois 61701

Prime Sponsor	Contact Person
Indiana	
State of Indiana	Wendall Walls Executive Director Indiana Office of Manpower Development 150 W. Market Street, 7th Floor Indianapolis, Indiana 46204
LaPorte County	John Hemphill, Director Manpower Administration, Warren Bldg. 723 Franklin Square, Suite 503 Michigan City, Indiana 46360
Lake County	Paul Sherer Lake County CETA Programs 138 South Main Street Crown Point, Indiana 46307
St. Joseph County	Walter F. Lantz, Director St. Joseph County CETA City-County Building, Room 820 227 West Jefferson Street South Bend, Indiana 46307
Madison County	Barry L. Lawrence, Director Madison County Office of Employment and Training P.O. Box 149 Anderson, Indiana 46015
Southwestern Indiana Manpower Consortium	Tom Akin Mayor's Secretariat for Manpower Planning Room 219, Administration Building Civic Center Complex Evansville, Indiana 47708
City of South Bend	Elroy Kelzenberg, Director Bureau of Employment and Training City-County Building 227 West Jefferson Street South Bend, Indiana 46601
Vigo County	Michael L. Fuller, Acting Director Vigo Co. Bur. of Employment and Training 251 North 18th Street Terre Haute, Indiana 47807
Tippecanoe County	Lloyd Embree Manpower Director Tippecanoe County Manpower Department 30 North 3rd Street Lafayette, Indiana 47901

Prime Sponsor	Contact Person
Indiana (cont.)	
Delaware-Blackford Consortium . .	Nada Stuatamoyer Director Delaware-Blackford Consortium 114 W. Washington Street Muncie, Indiana 47305
Fort Wayne Area Consortium . . .	Mary Wyatt CETA Executive Director Central Building 203 West Wayne Street, Room 229 Ft. Wayne, Indiana 46802
Elkhart County	Don Baldridge Director of Manpower 401 South Second Street Elkhart, Indiana 46514
City of Hammond	Lawrence J. Steffel, Director Hammond CETA 5947 Hohman Avenue Hammond, Indiana 46320
Civil City of Gary	Ronald Sullivan Manpower Administrator 900 Madison Street Gary, Indiana 46402
City of Indianapolis	Faye I. Mowery, Director Department of Administration 2201 City-County Building Indianapolis, Indiana 46204
Iowa	
Woodbury County	Dennis LaBrune, Director Woodbury County Employment and Training Center 808 5th Street, Suite 301 Baxter Bldg. Sioux City, Iowa 51101
City of Davenport	Del D. Borgsdorf, City Administration 226 West Fourth Street Davenport, Iowa 52801
Black Hawk County	David Mazur Black Hawd Board of Supervisors 3rd Floor, KWWL Building E. 4th and Franklin Street Waterloo, Iowa 50713
State of Iowa	Robert F. Tyson, Director Office of Planning and Programming 523 East 12th Street Des Moines, Iowa 50319

Prime Sponsor	Contact Person
Iowa (cont.)	
Central Iowa Regional Association of Local Governments Consortium	Gary Evans, Executive Director CIRALG 104½ East Locust Street Des Moines, Iowa 50309
Scott County	J. Neff Wells Scott County Employment and Training Office 518 West Fourth Street Davenport, Iowa 52801
Linn County Iowa Manpower Consortium	Larry Harmon, Director 301 SGA Building 122 2nd Street, S.E. Cedar Rapids, Iowa 52401
Kansas	
Johnson/Leavenworth County Consortium	Ardie A. Davis, Director Office of Employment and Training Programs 135 South Kansas Avenue Olathe, Kansas 66061
State of Kansas	Patrick Brazil Director of Employment Department of Human Resources 401 Topeka Boulevard Topeka, Kansas 66603
City of Topeka/Shawnee County Consortium	Lawrence Kelly, Director Topeka/Shawnee County Consortium 901 Monroe Topeka, Kansas 66612
Kansas City/Kansas Wyandotte County Consortium	William G. Summers, Administrator Office of Employment and Training Number One Civic Plaza Building Kansas City, Kansas 66101
City of Wichita	Ted Lane, Director Metropolitan Area Planning Department Manpower Coordination Center 455 North Main, 12th Floor Wichita, Kansas 67202
State of Kansas (Balance)	James A. McCain Secretary of Human Resources Kansas Department of Human Resources 401 Topeka Boulevard Topeka, Kansas 66603

Prime Sponsor	Contact Person
Kentucky	
Kenton County	Robert Koo Manpower Administrator City-County Building, Room 408 Covington, Kentucky 41011
Eastern Kentucky CEP Rural . . .	Virgil Osbourne Executive Director Eastern Kentucky CEP P.O. Box 1035 625 Memorial Drive Hazard, Kentucky 41701
Balance of State	Hubert L. Cox Director for Manpower Services Dept. for Human Resources 275 E. Main Street Frankfort, Kentucky 40601
Bluegrass Manpower Consortium . .	James Forston Acting Director Bluegrass Employment and Training Program 190 N. Upper Street Lexington, Kentucky 40507
Louisville/Jefferson Consortium .	Steven L. Zimmer Manpower Planning Director 3rd Floor MSD Building 400 South Sixth Street Louisville, Kentucky 40202
Louisiana	
Quachita Parish	Steve Mansur, ETA Director Quachita Parish Police Jury 400 St. John Street Building C Monroe, Louisiana 71201
City of New Orleans	Sandra Gunner, OMED Director City of New Orleans 1300 Perdido Street, Room 8-E06 New Orleans, Louisiana 70112
City of Shreveport	William C. Vandiver Director of Special Programs City of Shreveport P.O. Box 31109 Shreveport, Louisiana 71130
Rapides Parish.	Terry Bounds, Director Manpower Programs Rapides Parish Police Jury P.O. Box 7556 Alexandria, Louisiana 71301

Prime Sponsor	Contact Person
Louisiana (cont.)	
City of Baton Rouge/ East Baton Rouge Parish	Leo Turner, Manpower Director Baton Rouge and East Baton Rouge Parish Suite 306, Taylor Building 251 Florida Boulevard Baton Rouge, Louisiana 70801
Jefferson Parish	Joseph S. Maggiore, Executive Director Jefferson Parish Office of Manpower Programs 7809 Airline Highway Metairie, Louisiana 70003
Calcasieu/Jefferson Davis Consortium	Linda Roddy, Director Manpower Programs Calcasieu Parish Police Jury P.O. Box 1583 2911 Ryan Street Lake Charles, Louisiana 70602
State of Louisiana.	Thomas M. Lockwood Secretary of Labor Louisiana Department of Labor P.O. Box 44094, Capitol Station Baton Rouge, Louisiana 70804
Lafayette Parish	L. L. (Lee) Broussard, Director Lafayette Parish Employment and Training Program 503 Courthouse Lafayette, Louisiana 70501
Maine	
Kennebec County	James C. Schoenthaler Executive Director Kennebec County CETA 132 State Street Augusta, Maine 04330
Cumberland County	Jack Lyons CETA Director County of Cumberland CETA 107 Elm Street Portland, Maine 04111
Penobscot County Consortium . . .	Charles D. Tetro CETA Director 166 Union Street Bangor, Maine 04401
State of Maine	Jean Miley, Director Office of CETA Planning and Coordination 8 Crosby Street Augusta, Maine 04330

Prime Sponsor	Contact Person
Maryland	
Baltimore Metropolitan Manpower Consortium	Marion W. Pines, Director Mayor's Office of Manpower Resources 701 St. Paul Street, Suite 500 Baltimore, Maryland 21202
Western Maryland Manpower Consortium	Peter P. Thomas, Sr. Western Maryland Manpower Consortium 43 Summit Avenue Hagerstown, Maryland 21740
Prince Georges County	Donald Weinberg Personnel Officer Department of Human Resources 9171 Central Avenue Capitol Heights, Maryland 20027
Montgomery County	David W. Goehring, Chief Division of Labor Services Office of Human Resources 8113 Fenton Street Silver Spring, Maryland 20910
State of Maryland	Joel E. Matz, Director Maryland State Manpower Planning Council 1123 North Eutaw Street Baltimore, Maryland 21201
Massachusetts	
City of Boston	Charles M. Atkins Administrator, Employment and Economic Policy Administration Room 703, City Hall Boston, Massachusetts 02201
Cambridge Consortium	John B. Hill Regional Coordinator IMHRDA 51 Inman Street Cambridge, Massachusetts 02139
Brockton Consortium	Bernard Mallory CETA Director 45 School Street Brockton, Massachusetts 02401
Lowell Consortium	Mario Alfano, CETA Administrator 89 Appleton Street Lowell, Massachusetts 01853

Prime Sponsor	Contact Person
Massachusetts (cont.)	
Hampden County Consortium	Frank D. Gulluni Area Manpower Administrator 6 Frost Street Springfield, Massachusetts 01103
New Bedford Consortium	Ralph Schmarsow* Director, New Bedford Consortium P.O. Box A-2102 New Bedford, Massachusetts 02741 *Office location: 1215 Purchase Street New Bedford, Massachusetts 02741
Worcester Consortium	David O'Toole Acting CETA Director Worcester Manpower Consortium 340 Main Street, Room 567 Worcester, Massachusetts 01608
Commonwealth of Massachusetts, Balance of State .	Catherine Stratton Executive Office of Econ. Affairs Charles F. Hurley Building Government Center Boston, Massachusetts 02114
City of Fall River	Jane McDonald Director, Fall River, CETA 950 Main Street Fall River, Massachusetts 02720
Michigan	
Saginaw County	Dennis J. Brieske, Director Manpower Administration Saginaw County Courthouse Saginaw, Michigan 48602
Region II Manpower Consortium . .	Paul Bigley, CETA Director Region II Manpower Consortium 120 West Michigan Avenue Jackson, Michigan 49202
City of Warren	Gerald H. Mazurek, Deputy Director Employment and Training Program City of Warren 29500 Van Dyke Avenue Warren, Michigan 48903
St. Clair County	Richard Bingham Executive Director St. Clair Regional Planning Commission 511 Fort Street, Suite 400 Port Huron, Michigan 48060

Prime Sponsor	Contact Person
Michigan (cont.)	
Wayne County.	Arthur M. Lewis, Director Wayne County Office of Manpower 1600 David Stott Building 1150 Griswold Street Detroit, Michigan 48226
Balance of State	Robert Pendleton, Director Bureau of Manpower Michigan Department of Labor State Secondary Complex, 3rd Floor 7150 Harris Drive, Box 30015 Lansing, Michigan 48909
Macomb County	Edward Bonior, Executive Director Macomb County Community Service Agency Vicant Building, 2nd Floor 59 North Walnut Mt. Clemens, Michigan 48043
Muskegon/Oceana Consortium . . .	Paul E. Roy, Jr., Director Manpower Development Muskegon County Building Muskegon, Michigan 49440
Ottawa County	Gary Scholten CETA Director Ottawa County 12451 James Street Holland, Michigan 49423
Oakland County	Harold McKay, Assistant Director Manpower Division Oakland County Services Center 2370 Pontiac Lake Road Pontiac, Michigan 48054
Genesee-Flint- . . . . . Shiawasee-Lapeer Consortium	Bruce A. Graebner Genesee-Lapeer-Shiawasee-Flint Employment and Training Consortium Walter Reuther Center, Third Floor 708 Root Street Flint, Michigan 48503
City of Detroit	Ollie McKinney, Director Manpower Department 903 West Grand Boulevard Detroit, Michigan 48208
Kalamazoo County	Robert Straits, Director Employment Management Div./Upjohn Ins. Kalamazoo County 438 South Street Kalamazoo, Michigan 49007

Prime Sponsor	Contact Person
Michigan (cont.)	
Grand Rapids Area Manpower Planning Council	Michelyn Pasteur, Director Department of Human Resources 60 Monroe Avenue, N.W., Suite 400 Grand Rapids, Michigan 49503
City of Livonia	James P. Andres CETA Program Administrator Livonia CETA Employment and Training Office 15420 Farmington Road Livonia, Michigan 48154
City of Ann Arbor	Harold Turner, Director Ann Arbor CETA Program City Center Building 220 E. Huron, Basement Ann Arbor, Michigan 48108
Berrien County	Roger W. Petrie County Coordinator Berrien County Courthouse 811 Port Street St. Joseph, Michigan 49085
Bay County	James McGowan, Director Bay County Department of Public Services Careers 203 15th Street Bay City, Michigan 48706
City of Dearborn	Nicholas Thomas Community Development Director 13615 Michigan Avenue Dearborn, Michigan 48126
Calhoun County	John M. Martinoff Calhoun County Employment and Training Administration 315 West Green Street, Room 56 Marshall, Michigan 49068
Washtenaw County	Patricia Bambery CETA Coordinator 212 South Fourth Street, 2nd Floor Ann Arbor, Michigan 48108
Lansing Tri-County Regional Manpower Consortium	Michael A. Quinn, Executive Director Lansing Tri-County Manpower Area Planning Council 1850 West Mount Hope Avenue Lansing, Michigan 48910

Prime Sponsor	Contact Person
Michigan (cont.)	
Monroe County	John Hayter, Director Employment Planning Office 1410 East First Street Monroe, Michigan 48161
Minnesota	
City of Minneapolis	Robert Dronen Assistant City Coordinator City of Minneapolis City Hall, Room 301 M Minneapolis, Minnesota 55487
Hennepen County	William C. Brumfield Director of Manpower Planning County of Hennepen A-2310 F. Government Center 300 South Sixth Street Minneapolis, Minnesota 55487
City of Duluth	Robert Hoch, Director Manpower Planning 206 City Hall Duluth, Minnesota 55802
Dakota County	Percy Zachary Dakota County CETA 151 West Burnville Crosstown Suite 203 Burnsville, Minnesota 55337
Quad County Consortium	James Shipman, Director Quad County Consortium Metropolitan Inter-City Council Suite 112-55 Sherburne Avenue Saint Paul, Minnesota 55103
State of Minnesota	Emil W. Marotzke Governor's Manpower Office 150 East Kellogg Boulevard, Suite 690 St. Paul, Minnesota 55101
Region III Consortium	Mike Erickson 905 Parkway Drive Maplewood, Minnesota 55106
Ramsey County	Dennis Wain Region III CETA Consortium Midway School, Vermillion Drive Third and Sixth Street Virginia, Minnesota 55792

Prime Sponsor	Contact Person
Minnesota (cont.)	
City of St. Paul	Richard Thorpe, Director Manpower Planning City of St. Paul 310 Cedar Street St. Paul, Minnesota 55101
Rural CEP (Minnesota)	None
Mississippi	
Harrison County	Andrew W. Cutler Director, Harrison County Employment and Training P.O. Box 4233 Gulfport, Mississippi 39531
Forsyth County Board of County Commissioners	None
Balance of State	Jamie W. Howell, Sr., Executive Director Office of the Governor Job Development and Training 1935 Lakeland Drive, Suite A Jackson, Mississippi 39216
Jackson Consortium	Tommie Stingley, Director Division of Manpower P.O. Box 17 Jackson, Mississippi 39205
Missouri	
St. Charles County	Jerry Rufkahr County Manpower Director St. Charles County 1 Westbury Plaza St. Charles, Missouri 63301
City of Springfield	Chet Dixon, Director Human Resources Department 299 East Commercial Springfield, Missouri 65802
St. Louis County	Wayne Flesch Office of Employment and Training Department of Human Resources 555 South Brentwood Clayton, Missouri 63105
City of Independence	Charles A. Kellogg, Div. Chief Office of Employment and Training City Hall, 103 North Main Independence, Missouri 64050

Prime Sponsor	Contact Person
Missouri (cont.)	
Jefferson/Franklin Counties, Inc.	Ronald Ravenscraft, Director Jefferson/Franklin Counties, Inc. P.O. Box 362 Hillsboro, Missouri 63050
Jackson County Manpower Programs	Anthony B. Bartlett, Dir. Jackson Co. Employment and Training 3675 W. Nolan Road, Suite 100 Independence, Missouri 64050
Balance of State of Missouri	Irvin Whitehead, Acting Director Office of Manpower Planning 226 East Dunklin Street Jefferson City, Missouri 65101
Kansas City Area Manpower Consortium	Vernon J. Brooks Administrator, Employment and Training City Hall, Fourth Floor 414 East 12th Street Kansas City, Missouri 64106
St. Louis City	Charles L. Bussey, Jr., Director St. Louis Agency for Employment and Training 3800 Lindell Boulevard St. Louis, Missouri 63108
Montana	
State of Montana	Bruce DeRosier, Executive Director Montana Manpower Planning Advisory Council Governor's Office, State Capitol P.O. Box 169 Helena, Montana 59601
Butte Rural	Herbert Waltermire Employment Security Commission P.O. Box 1728 Helena, Montana 59601
Nebraska	
City of Lincoln	Dale White, CETA Program Manager 129 North 10th Street Room 240 Old Federal Building Lincoln, Nebraska 68508
City of Omaha Combination of Govts.	Robert Armstrong, Director 2002 Burt Street Omaha, Nebraska 68102

Prime Sponsor	Contact Person
Nebraska (cont.)	
State of Nebraska	Tom Erixon Deputy Commissioner of Labor Box 82427 125 North 11th Street Lincoln, Nebraska 65801
Nevada	
Las Vegas/Clark County Consortium	Al Lipitt, Executive Director Las Vegas/Clark County Consortium 953 East Sehara Avenue, Suite 250 Las Vegas, Nevada 89104
State of Nevada	Lawrence McCracken, Executive Director Nevada Employment Sec. Dept. 500 East Third Street Carson City, Nevada 89701
Washoe County	May Shelton, CETA Director Washoe County Emplyment and Training Division 704 Mill Street, P.O. Box 11130 Reno, Nevada 89502
New Hampshire	
Hillsborough County	Dennis E. Murphy CETA Director Southern New Hampshire Services Employment and Training Program P.O. Box 5045 Manchester, New Hampshire 03108
Rockingham Strafford Consortium .	Judith Gustafson Employment and Training Director Rockingham Strafford Employment and Training Consortium P.O. Box 299 Epping, New Hampshire 03042
State of New Hampshire	James J. Barry, Commissioner Office of Manpower Affairs P.O. Box 1477 Concord, New Hampshire 03301
New Jersey	
Bergen County	Kenneth Ryan Bergen CAP-Manpower 90 Main Street Hackensack, New Jersey 07601

Prime Sponsor	Contact Person
New Jersey (cont.)	
Atlantic County	Albert V. Ruggierio Acting CETA Administrator 2001 Atlantic Avenue Atlantic City, New Jersey 08401
Camden County	Richard Dodson CETA Administrator Camden County Ashland Office Building Evesham and Alpha Avenues Voorhees Township, New Jersey 08043
Burlington County	Neuman Leverett, Jr. Acting Manpower Director 2311 Mt. Holly Road, Rt. 541 Burlington, New Jersey 08016
Hudson County Consortium	Edward Farrelly Hudson County 71 Adams Street Hoboken, New Jersey 07036
Gloucester County	Joseph A. Schlegel CETA Administrator Board of Chosen Freeholders County of Gloucester P.O. Box 555 Woodbury, New Jersey 08096
Middlesex County	Regina H. Brown CETA Administrator 133 Church Street New Brunswick, New Jersey 08901
Mercer County	Robert Minutolli CETA Administrator P.O. Box 871 Trenton, New Jersey 08607
Passaic County	George Dacey CETA Administrator Passaic County Administration Building 388 Lakeview Avenue Clifton, New Jersey 07011
Ocean County	Edward Farrell, CETA Adm. Ocean County Administration Building 36 West Water Street Toms River, New Jersey 08753
Somerset County	Robert Mohlenhoff CETA Administrator Somerset County County Administration Building Somerville, New Jersey 08876

Prime Sponsor	Contact Person
New Jersey (cont.)	
Paterson (City)	James Sparano CETA Administrator City Hall Annex 137 Ellison Street Paterson, New Jersey 07501
Union County	Larry Lockhart. CETA Administrator Union County Courthouse Elizabeth, New Jersey 07201
Trenton (City)	Frederick Y. Curvy CETA Administrator City Hall East State Street Trenton, New Jersey 08608
Cumberland County	Charles Thomas CETA Administrator Cumberland County P.O. Box 457 Bridgeton, New Jersey 08302
Camden City	Edward Farrell CETA Administrator City Hall 101-103 North 7th Street Camden, New Jersey 08103
Essex County	Annette O'Flaherty CETA Administrator Essex County Hall of Records High Street, Room 406 Newark, New Jersey 07102
Elizabeth (City)	Neil DeHann CETA Administrator City of Elizabeth City Hall 60 West Scott Place Elizabeth, New Jersey 07201
Morris County	Fred Radlmann County Administration Building 3 Schuyler Place Morristown, New Jersey 07960
Monmouth County	Richard C. Wenner CETA Administrator 1919 Corlies Avenue Neptune, New Jersey 07753
Newark (City)	Harry Wheeler CETA Administrator City Hall Newark, New Jersey 07960

Prime Sponsor	Contact Person
New Jersey (cont.)	
New Jersey State	James Amons Labor and Industry Building John Fitch Plaza, Room 1002 Trenton, New Jersey 08625 and John J. Horn Acting Commissioner (same address, Room 1007) and William Tracy (same address, Room 1002) and William R. Mate (same address, Room 1102)
New Mexico	
Balance of New Mexico	Bennie Sanchez, Executive Director Governor's Office of ETA P.O. Box 4218 Santa Fe, New Mexico 97502
City of Albuquerque	Shirley Harris, Director City of Albuquerque Office of CETA 302 6th Street S.W. Albuquerque, New Mexico 87103
New York	
Albany County	Albert R. Pacer, Commissioner Albany County Employment and Training Department 488 Broadway, Room 202 Albany, New York 12207
Albany Consortium	Al Pacer, Commissioner Albany County Employment and Training Department Arcade Building, 488 Broadway Albany, New York 12207
Chemung County	Elaine Landon Chemung County 203-205 Lake Street Elmira, New York 14901
Chautauqua County	Charles McDonnell CETA Administrator Chautauqua County Office Building Mayville, New York 14757

Prime Sponsor	Contact Person
New York (cont.)	
Erie County	Alice Law, Director Employment and Training Service Erie County Executive Building 95 Franklin Street Buffalo, New York 14202
Dutchess County	Charles B. Back CETA Administrator 297 Mill Street Poughkeepsie, New York 12601
Broome County	Timothy Grippen CETA Administrator Broome County Executive Building Government Plaza, Box 1766 Binghamton, New York 13902
Buffalo (City)	Patrick Quigly, Director Division of Manpower Planning 703 Main Street Buffalo, New York 14203 and David Echols Comm. of Human Resources City Hall, Room 1701 56 Niagara Square Buffalo, New York 14202 and Robert Bennett, Chairman Manpower Advisory Council Buffalo Area Chamber of Commerce 238 Main Street Buffalo, New York 14202 and Joseph P. McNamara Law Department City Hall 56 Niagara Square Buffalo, New York 14202
Rochester City	Robert Whiting CETA Administrator Office of Manpower Services 75 W. Monroe Avenue Rochester, New York 14614
Monroe County	Toby Hayes CETA Administrator Office of Manpower Services County of Monroe 39 West Main Street, Room 212 Rochester, New York 14614

Prime Sponsor	Contact Person
New York (cont.)	
New York City	Stanley Brezenoff, Commissioner Department of Employment 220 Church Street, Room 514 New York, New York 10013 and Thomas McEnery Assistant Commissioner Public Service Employment Human Resources Administration 250 Church Street, Room 807 New York, New York 10013 and Don Hamer, Acting Associate Commissioner Human Resources Administration Department of Employment 220 Church Street, Room 514 New York, New York 10013 and Don Menzi, Exec. Director Area Manpower Planning Council Human Resources Administration 250 Church Street, Room 610 New York, New York 10013
Yonkers (City).	Jack O'Brien Manpower Director City Hall, 4th Floor Yonkers, New York 10701
Nassau Consortium	Russeell Service, Commissioner Nassau County Employment and Training 175 Fulton Avenue Hempstead, New York 11550 and Kenneth Graham, Director Neighborhood Youth Corps 139 Jackson Street Hempstead, New York 11550
Niagara County	Louis Scozzafava CETA Administrator Niagara County Courthouse Lockport, New York 14094
New York State	Philip Ross Industrial Commissioner N.Y. State Department of Labor State Campus Building, No. 12 Albany, New York 12240
Onondaga County	Michael Nauer Onondaga County Civic Center 421 Montgomery Street Syracuse, New York 13202

Prime Sponsor	Contact Person
New York (cont.)	
Oneida County	Peter Mannella CETA Administrator Dept. of Planning County Office Building 800 Park Avenue Utica, New York 13502
Oswego County	Carolyn Rush CETA Administrator 200 North 2nd Street Fulton, New York 13069
Orange County	June Cook, CETA Director Orange County, ETA 255 Greenwich Avenue Goshen, New York 10924
Rockland County	Michael Condello Rockland County Health Center Building C Pomona, New York 14614
Rensselaer County	Joseph Mancinelli Commissioner, Rensselaer County 8 Winter Street Troy, New York 12180
Schenectady County	Paul Gunn Schenectady County 240 Broadway, EOC Building Schenectady, New York 12305
Saratoga County	Charles Romeyn Manpower Director Saratoga County 40 Church Avenue Ballston, New York 12020
Steuben County	Michael Aisello CETA Administrator 30 Steuben Street Bath, New York 14810
St. Lawrence County	Carlton Doane CETA Director St. Lawrence County Outer Main Street Canton, New York 13617
Syracuse (City)	Michael Tierney CETA Administrator City Hall 217 City Hall Syracuse, New York 13202

Prime Sponsor	Contact Person
New York (cont.)	
Suffolk Consortium	Lou V. Tempera Commissioner Suffolk County Department of Labor Veterans Memorial Highway Hauppauge, New York 11787 and William V. Grolli Chief Deputy Commissioner Suffolk County Department of Labor Veterans Memorial Highway Hauppauge, New York 11787 and George A. Mason Deputy Commissioner Suffolk County Department of Labor Veterans Memorial Highway Hauppauge, New York 11787
Westchester Consortium	Louis Jones III Westchester County Consortium County Office Building White Plains, New York 10601
Ulster County	Joanne Slappo, Coordinator Ulster County Office Building 300 Flatbush Avenue Kingston, New York 13202 and Glenn Decker Deputy Coordinator Ulster County Manpower Division County Office Building Annex 300 Flatbush Avenue Kingston, New York 12401
North Carolina	
Winston-Salem Consortium	Nellie Jones, Director Department of Human Services City of Winston-Salem North Carolina National Bank Building Suite 522 Winston-Salem, North Carolina 27101
Wake County	Charles Trent Manpower Director Board of County Commissioners P.O. Box 550 Raleigh, North Carolina 27602

Prime Sponsor	Contact Person
North Carolina (cont.)	
Balance of State	L. G. Copper, Deputy Director Division of Community Employment P.O. Box 1350 Raleigh, North Carolina 27602
Greensboro Consortium	Ronald R. Pell Manpower Planning Director Office of the Mayor P.O. Box Drawer W-2 Greensboro, North Carolina 27402
Raleigh Consortium	Lawrence Wray Intergovernmental Coordinator P.O. Box 590 Raleigh, North Carolina 27602
Onslow Consortium	Kenneth Floan Manpower Director Onslow County 617 College Street, Room 5 Jacksonville, North Carolina 28540
Cumberland County	Norris D. McGinnis Manpower Coordinator Cumberland County P.O. Box 1829 Fayetteville, North Carolina 28302
Gaston County	Wayne Daves County Manpower Planner P.O. Box 1578 Gastonia, North Carolina 28052
Durham Consortium	L. G. Holleman 212 N. Mangum Street P.O. Box 667 Durham, North Carolina 27702
Alamance County	Douglas Davis Manpower Administrator Alamance County Board of County Commissioners 610 N. Main Street Graham, North Carolina 27253
City of Charlotte	Wylie L. Williams, Jr. Assistant City Manager City Hall, Room 200 600 East Trade Street Charlotte, North Carolina 28202
Buncombe County	Lawrence Gilliam Manpower Planner P.O. Box 7435, Courthouse Asheville, North Carolina 28807

Prime Sponsor	Contact Person
North Carolina (cont.)	
Davidson County	Pat LeClair, Director Davidson County Board of Commissioners P.O. Box 1067 Lexington, North Carolina 27292
North Dakota	
State of North Dakota	Therman Kaldahl CETA Administrator Route 5 Bismarck, North Dakota 58501
Ohio	
Central Ohio Rural Consortium . .	Gregory Wince, Director Central Ohio Rural Consortium 33 West Main Street, Room 207 Newark, Ohio 43055
Lake Astabula Consortium	Art Iacofano Lake Erie CETA Consortium Nolan Building 105 Main Street Painesville, Ohio 44077
Miami Valley Manpower . . . . . Consortium	Alfred Johnson City of Dayton OMB-CETA Third and Ludlow Streets, 4th Floor Dayton, Ohio 45401
Lorain County	Leonard Reichlin CETA Director County Administration Building Elyria, Ohio 44035
State of Ohio	Ned Dunn Manpower Administrator Office of Manpower Development Ohio Dept. of Administrative Services 30 East Broad Street Columbus, Ohio 43215
Allen County	James .. Poulston, Director Allen County Employment and Training Office 616 North Main Lima, Ohio 45802
Akron, Tri-County- . . . . . Manpower Consortium	Alan Sommers Manpower Program Director Akron/Summit/Medina Employment and Training Consortium 306 Quaker Square Akron, Ohio 44308

Prime Sponsor	Contact Person
Ohio (cont.)	
Canton-Stark-Wayne Consortium	John Kelleher Area Manpower Director City Hall Building 529 Walnut N.E. Canton, Ohio 44702
Butler County	Keith R. Hyde, Director Butler Co. Manpower Division 130 High Street Hamilton, Ohio 45011
Cleveland Area Western Reserve Manpower Consortium	Isabelle Hendricks, Director of Human Resources and Economic Development 1501 Euclid Avenue, 8th Floor Cleveland, Ohio 44115
Clark County	Cathy Balas CETA Administrator for CETA Programs 29 West Washington Springfield, Ohio 45502
Columbus-Franklin Consortium	Odella T. Welch, Director Department of Community Services Columbus-Franklin County Consortium 90 W. Broad Street Columbus, Ohio 43215
City of Cincinnati	Henry Christmon Manpower Director 801 Linn Street, Room 201 Cincinnati, Ohio 45203
Hamilton County	Louis H. Doerman Assistant County Administrator 428 Temple Bar Building 138 E. Court Street Cincinnati, Ohio 45202
Greene County	Dean Carlson Administrator 69 Greene Street County Office Building Xenia, Ohio 45385
Northeast Ohio Manpower Consortium	Charles Hudak, Director Northeastern Ohio Employment and Training Consortium 900 Wick Building 34 Federal Plaza West Youngstown, Ohio 44503

Prime Sponsor	Contact Person
Ohio (cont.)	
Richland/Morrow Consortium . . .	Henry H. Hixson, III CETA Administrator Richland/Morrow/ETA 417 Stewart Towers 13 Park Avenue West Mansfield, Ohio 44902
Portage County	Maureen Fredrick CETA Administrator Employment and Training Office, 2nd Floor Portage County Board of Commissioners 449 South Meridan Street Ravenna, Ohio 44266
Toledo Area Manpower Consortium .	Dan Hiskey Acting Administrator 1100 Jackson Avenue Toledo, Ohio 43624
Southwest Ohio Manpower Consortium	George Naglich, Executive Director Clermont-Warren Consortium P.O. Box 334 Batavia, Ohio 45103
Oklahoma	
Comanche County	Don McMahon, Acting Programs Manager Board of County Commissioners County Courthouse, Room 303 Lawton, Oklahoma 73501
Cleveland County	Gene Waller, Director Cleveland County Board of Commissioners 220 North Peters Norman, Oklahoma 73069
Oklahoma City Area Consortium . .	Danny Terrell Human Resources Department 315 North Hudson Oklahoma City, Oklahoma 73103
State of Oklahoma	Jerry R. Warren Manpower Planning Division, Department of Economic and Community Affairs 5500 North Western Oklahoma City, Oklahoma 73102
Tulsa	John W. Scott, Director Manpower Planning 200 Civic Center Tulsa, Oklahoma 74103

Prime Sponsor	Contact Person
Oklahoma (cont.)	
Oklahoma County	Bill Brackett Oklahoma County Room 404, County Office Bldg. Oklahoma City, Oklahoma 73102
Oregon	
Clackamas County Employment and Training Agency	Dellimer C. Smith, Director Clackamas County Employment and Training Agency P.O. Box 215 Marylhurst, Oregon 97036
Lane County Board of Commissioners	Steven Ickes, Director Training and Employment Division Lane County Board of Commissioners 135 East Sixth Avenue Eugene, Oregon 97401
Jackson/Josephine Job Council . .	John J. Keefe Executive Director Jackson/Josephine Job Council 123 West 10th Street, Suite 5 Medford, Oregon 97501
Multnomah/Washington CETA Consortium	Maureen L. Fries, Acting Administrator Multnomah/Wash. CETA Consortium 806 S.W. Broadway, Suite 325 Portland, Oregon 97205
Mid-Williamette Valley Manpower Consortium	Patrick Moore, Director Mid-Williamette Valley Manpower Consortium 1600 State Street Salem, Oregon 97301
City of Portland	Joseph P. Gonzales, Director Employment and Training Division City of Portland 620 S.W. Fifth Avenue, 8th Floor Portland, Oregon 97204
State of Oregon	Donald E. Stiffler, Administrator Manpower Planning Division Executive Department 240 Cottage Street, S.E. Salem, Oregon 97310
Pennsylvania	
Lycoming-Clinton Consortium . .	Michael J. Wilt Lycoming-Clinton Counties Consortium 48 West Third Street Williamsport, Pennsylvania 17701

Prime Sponsor	Contact Person
Pennsylvania (cont.)	
Northumberland County	Stephen Koschoff, Executive Director Northumberland County Manpower Agency 225 Market Street, 3rd Floor Sunbury, Pennsylvania 17801
Montgomery County	Joseph Strigle, Jr., Director Courthouse Airy and Swede Streets Norristown, Pennsylvania 19404
Pittsburgh	Joseph K. Rodgers 518 City-County Building Pittsburgh, Pennsylvania 15219
City of Philadelphia	Hugh Ferguson, Executive Director Area Manpower Planning Council 1317 Filbert Street, 7th Floor Philadelphia, Pennsylvania 19107
City of Scranton	Richard A. Novembrino Director of Management Operations Connell Building, 3rd Floor 129 North Washington Avenue Scranton, Pennsylvania 18503 and Warren Davis, CETA Office City Hall 340 N. Washington Avenue Scranton, Pennsylvania 18504
Schuykill Consortium	Frank Milewski Schuykill-Carbon Agency for Manpower 433 South Center Street Pottsville, Pennsylvania 17901
Susquehanna Consortium	Nelson A. Punt Commissioner Susquehanna Valley Manpower Development Corporation 5002 Lenker Street Mechanicsburg, Pennsylvania 17055
Southern Allegheny Consortium . .	Stephen Mandes Executive Director Southern Alleghenies Planning and Development Commission 1506 11th Avenue Altoona, Pennsylvania 16601
Washington County	John Fantini, Manpower Director Office of Manpower Planning 28 East Maiden Street Washington, Pennsylvania 15301

Prime Sponsor	Contact Person
Pennsylvania (cont.)	
Tri-County Consortium (Counties of Butler, Armstrong and Indiana)	John Zatalava Tri-County Manpower Administration 344 N. McKean Street Butler, Pennsylvania 16001
York County	Richard W. Herbst, Director Office of Employment and Training 118 Pleasant Acres Road York, Pennsylvania 17402
Westmoreland County	Carl J. Bartolomucci Westmoreland County Office of Manpower 101 North Main Street Greensburg, Pennsylvania 15601
Bucks County	Albert Ferber, Director Office of Manpower Planning County Administration Building Doylestown, Pennsylvania 18901
Lancaster-Lebanon Consortium	Executive Director Lancaster-Lebanon Manpower Consortium 18 South Duke Street Lancaster, Pennsylvania 17602
Luzerne County	James Loftus, Acting Executive Director Luzerne County Human Resources Development Department 100 South Pennsylvania Boulevard Wilkes Barre, Pennsylvania 18701
Lehigh Valley Manpower Consortium	John Kachmar Lehigh Valley Manpower Program ABE Administration Building Allentown, Pennsylvania 18103
Mercer County Consortium	Gloria Miller Mercer County Consortium Services, Inc. P.O. Box 402 Meadville, Pennsylvania 16335
Lackawanna County	Fred Lettieri, Executive Director Human Development Agency, Inc. 200 Adams Avenue Scranton, Pennsylvania 18503
Balance of State Titles II and VI	Charles T. Sciotto Room 518, Finance Building Harrisburg, Pennsylvania 17120
Lawrence County	Paula Smulick, Acting Director Lawrence County Office of Manpower Courthouse New Castle, Pennsylvania 16101

Prime Sponsor	Contact Person
Pennsylvania (cont.)	
Bucks County	Albert Ferber, Director Bucks County CETA Programs County Administration Building Doylestown, Pennsylvania 18901
Erie County	Thomas Schnedier, Director Erie County Dept. of Employment and Training Courthouse, First Floor Erie, Pennsylvania 16501
City of Erie	Pasquale Bruno, III Director, Office of Manpower Services 626 State Street Erie, Pennsylvania 16501
Franklin County	William Gardner, Director Director, Manpower Planning Franklin Farm Lane Chambersburg, Pennsylvania 17201
Fayette County	Gwendolyn Farmer, Executive Director Fayette County Employment and Training Agency 18 North Beeson Boulevard Professional Building, Suite 110 Uniontown, Pennsylvania 15401
Allegheny County	Joseph K. Rodgers, Acting Director Allegheny County Dept. of Manpower 1500 Allegheny Building Pittsburgh, Pennsylvania 15219
Delaware County	Frederick T. Martin Executive Director Delaware County Manpower Office 610 East Baltimore Pike Media, Pennsylvania 19083
Chester County	Bruce E. Greiner Executive Director F&M Building Market and High Streets West Chester, Pennsylvania 19380
Berks County	Joseph N. Combs, Director Office of Manpower Planning and Operations 124 South 5th Street Reading, Pennsylvania 19602
Beaver County	Richard Packer, Director Beaver County Manpower Services 699 5th Street Beaver, Pennsylvania 15009

Prime Sponsor	Contact Person
Pennsylvania (cont.)	
Centre County	Sylvia Lee Community Services Office Centre, Community Hospital Willowbank Unit, 2nd Floor Bellefonte, Pennsylvania 16823
Puerto Rico	
Caguas	Orlando Parga Director of Human Resources City Hall Caguas, Puerto Rico 00625
Bayamon Municipality	Juan Miranda CETA Administrator Municipality of Bayamon Maceo and Degetau Street Bayamon, Puerto Rico 00619
Mayaguez (City)	Ralph Gonzalez Office of the Mayor City Hall, Box 447 Mayaguez, Puerto Rico 00708
Carolina Municipio	Jose Artigas Jimenez Municipality of Carolina Box 8 Carolina, Puerto Rico 00630
Puerto Rico	Cecilia C. Howell Executive Director Manpower Planning and Services Councils Admin. Del Derecho al Trabajo General Post Office Box 4452 San Juan, Puerto Rico 00936 and Gloria Bernier Administrator Right to Employment Administration General Post Office Box 4452 San Juan, Puerto Rico 00936
Ponce Municipality	Juan Masini, Executive Director Division of Federal Affairs Municipality of Ponce Ponce, Puerto Rico 00731
San Juan Municipio	Ambaro Rodriguez Director of Human Resources Municipality of San Juan Box 4355 San Juan, Puerto Rico 00919

Prime Sponsor	Contact Person
Rhode Island	
State of Rhode Island	Vincent J. Marzullo Assistant Director Department of Economic Development Division of Job Development and Training 5 Cathedral Square Providence, Rhode Island 02903
City of Providence	Richard R. Torchia Administrator CETA Administration 40 Fountain Street Providence, Rhode Island 02903
South Carolina	
State of South Carolina	Charles Minshew, Director South Carolina CETA Consortium 1800 St. Julian Place Columbia, South Carolina 29204 and L. Roger Kirk, Jr. Chairman, State Manager Planning Council P.O. Box 11450 Columbia, South Carolina 29241
South Dakota	
State of South Dakota	Jim Ellenbecker Acting Secretary South Dakota Department of Labor Pierre, South Dakota 57501
Tennessee	
Sullivan County	C. Edwin Williams Accounts and Budgets Director Sullivan County P.O. Box 155 Blountville, Tennessee 37617
Metropolitan Government of Nashville/Davidson County	Patrick A. Colley Manpower Project Director Metropolitan Government of Nashville/Davidson County Metropolitan Courthouse, Room 107 Nashville, Tennessee 37201

Prime Sponsor	Contact Person
Tennessee (cont.)	
Balance of State	Jerry Killough Executive Director Cordell Hull Building, Room 354 Nashville, Tennessee 37219
Hamilton County	Don Loftis Hamilton County 605 Cherry Street Chattanooga, Tennessee 37402
City of Chattanooga	Frank Orend Manpower Director City of Chattanooga City Hall Annex East Eleventh Street Chattanooga, Tennessee 37402
Memphis Consortium	Robert G. Atkins, Director Human Services Division City Hall, Room 420 Memphis, Tennessee 38103
Knoxville Consortium	L. T. Ross Executive Director 2661 Magnolia Avenue Knoxville, Tennessee 37902
Texas	
City and County of El Paso . . .	Mario Sanchez City and County of El Paso Department of Human Resources 8929 Viscount El Paso, Texas 79925
Dallas County Consortium . . . . (Balance of)	Jim Cooksey, Director Department of Planning, Research and Grants 623 Records Bldg. Dallas, Texas 75202
Greater Fort Worth . . . . . Manpower Consortium (City of Fort Worth)	Richard Sapp, Director of Employment and Training Programs City of Fort Worth 1000 Throckmorton Street Fort Worth, Texas 76102
Galveston County	Stacy Bender Employment and Training Director Galveston County Employment and Training Administration 816 Kempner, Suite 12 Galveston, Texas 77550

Prime Sponsor	Contact Person
Texas (cont.)	
Texas Panhandle Employment and Training Alliance	Sue Jones, Director Employment and Training Panhandle Regional Planning Commission P.O. Box 9257 Amarillo, Texas 79105
West Central Texas Consortium	Bradford Helbert Manpower Program Director W. Central Texas Council of Govts. 3349 N. 12th Street P.O. Box 3195 Abilene, Texas 79401 and Bobbie T. Gallegher, Executive Director West Central Texas COG 3349 N. 12th Street P.O. Box 3195 Abilene, Texas 79401
Webb County	Horacio Acevado, Executive Director Laredo Municipal Airport, Bldg. 979 P.O. Box 1757 Laredo, Texas 78041
South East Texas Comprehensive Manpower Program	John Bartlett, Director South East Texas Comprehensive Manpower Program P.O. Box Drawer 1387 Nederland, Texas 77627
Region XI CETA Consortium	Bill Roberts Executive Director Region XI CETA Manpower Consortium 216 North Fifth Street Waco, Texas 76701
Tarrant County	R. C. Popplewell, Director Personnel and Manpower Administration Tarrant County Courthouse 100 West Weatherford Street Fort Worth, Texas 76102
Balance of State (Titles I, II, III, VI)	L. C. Harris, III Director, Manpower Service Division Texas Department of Community Affiars 210 Barton Springs Road Box 12397, Capitol Station Austin, Texas 78711

Prime Sponsor	Contact Person
Texas (cont.)	
Governor's Special Grant (Sections 107 and 112)	Charles D. Travis Attn: Howard Richie Coordinator, Manpower Section Office of the Governor Budget and Planning Office Executive Office Building 411 West 13th Street Austin, Texas 78711
Hidalgo County Consortium	Ramon Chapa, Acting Director County of Hidalgo Department of Community Affairs P.O. Box 1166 Edinburg, Texas 78539
Harris County	Jack Fassetta, Director Harris County Manpower Program 201 Main Street, Suite 600 Houston, Texas 77002
Pasadena	Billey B. Storey, Personnel Officer City of Pasadena P.O. Box 672 Pasadena, Texas 77501
North Texas State Planning Region Consortium	Edwin B. Daniel Executive Director North Texas Regional Planning Commission 2101 Kemo Boulevard Wichita Falls, Texas 76309
Gulf Coast Manpower Consortium	Steve Howard Manpower Manager P.O. Box 22777 3701 W. Alabama Houston, Texas 77027
Central Texas Manpower Consortium	Billy Don Everett, Director Manpower Services P.O. Box 727 San Saba, Texas 76877
Capital Area Manpower Consortium	Joseph Liro Assistant City Manager for Community Development P.O. Box 1088 Austin, Texas 78767
City of Dallas	Levi Davis, Director Office of Human Development City of Dallas 1500 Marilla Street 7A North Dallas, Texas 75201

Prime Sponsor	Contact Person
Texas (cont.)	
Coastal Bend Manpower Consortium	Juan Bosquez, Coordinator Coastal Bend Manpower P.O. Box 9277 Corpus Christi, Texas 78408
South Plains Manpower Consortium	Juanita Forbes, CETA Director South Plains Association of Government 1611 Avenue M Lubbock, Texas 79401
City of Houston	Johnny Brown, Director CETA Programs Division 780 One Allen Center 500 Dallas Houston, Texas 77002
Alamo Manpower Consortium	Narciso Cano, Director Economic and Employment Development Department City of San Antonio P.O. Box 9066 San Antonio, Texas 78285
Cameron County	Honorable R. A. (Ray) Ramon County Judge P.O. Box 431 Brownsville, Texas 78520
East Texas Manpower Consortium	Don Edmonds Executive Director Allied Citizens Bank, Fifth Floor Kilgore, Texas 75662
Permian Basin Regional Training Consortium	Ernie Crawfor, Executive Director Permian Basin Regional Planning Consortium P.O. Box 6391 Midland, Texas 79701
Utah	
State of Utah	Allen Ayoub State of Utah Office of Manpower Affairs 1331 South State Street, Suite 300 Salt Lake City, Utah 84115 and James Edwin Kee State Planning Office Room 118, Capitol Building Salt Lake City, Utah 84114

Prime Sponsor	Contact Person
Vermont	
State of Vermont	Sandra D. Dragon Director Vermont CETO 79 River Street Montpelier, Vermont 05602
Virgin Islands	
Virgin Islands	John Hardy CETA Administrator P.O. Box 191 Charlotte Amalie St. Thomas, Virgin Islands 00801
Virginia	
Henrico-Chesterfield-Hanover CETA Consortium	Walter E. Coleman CETA Administrator 5655 South Laburnum Avenue Richmond, Virginia 23231
Fairfax County	Michael Gilbert 4057 Chain Bridge Road Law Building, Suite 301 Fairfax, Virginia 22030
Arlington County	Gerald L. Gordon Manpower Administrator Department of Personnel 2100 North 14th Street Arlington, Virginia 22201
City of Alexandria	Russell Owens Acting Director 125 North Royal Street Alexandria, Virginia 22313
Prince William County	John R. Kirby, Manpower Manager Office of Manpower Programs 9300 Lee Avenue Manassas, Virginia 22110
Peninsula Consortium	Paul Clancy, Director Peninsula Office of Manpower Programs 2017 Cunningham Drive Hampton, Virginia 23666
Roanoke Consortium	Sharon Waddell, CETA Administrator Roanoke Consortium for Manpower Services 2601 Franklin Road, SW Roanoke, Virginia 24014

Prime Sponsor	Contact Person
Virginia (cont.)	
Richmond Area Manpower Planning System Consortium	Ralph Leach, Manpower Administration Richmond Area Manpower Planning System 1113 West Moore Street Richmond, Virginia 23219
Commonwealth of Virginia (Titles II and VI Balance of State)	Thomas McKeon Associate Commissioner Virginia Employment Commission P.O. Box 1300 Richmond, Virginia 23210
(Special Grant to Governor)	George Scherer, Director Governor's Manpower Services Council 11 South 12th Street, Suite 202 P.O. Box 1314 Richmond, Virginia 23211
Southeastern Tidewater Area Manpower Authority Consortium	Robert B. Allport, Chairman S.S. Tidewater Consortium 16 Koger Executive Center, Suite 101 Norfolk, Virginia 23502
Washington	
Pierce County	Les Crowe, Director Pierce County Manpower Office Pierce County Annex 2401 South 35th Street Tacoma, Washington 98409
Kitsap County	Bert Furuta, Director Kitsap County Employment and Training Planning Office 614 Division Street Port Orchard, Washington 98366
City of Tacoma	Al Starr, Director Comprehensive Employment Services Office City of Tacoma Professional Building 705 South 9th, Room 301 Tacoma, Washington 98405
Spokane City-County Employment and Training Consortium	William Knowles, Director Spokane City-County Employment and Training Consortium City Hall, Room 653 North 221 Wall Street Spokane, Washington 99201

Prime Sponsor	Contact Person
Washington (cont.)	
King-Snohomish Manpower Consortium	Lee T. Pasquarella, Director King-Snohomish Manpower Consortium 1811 Smith Tower Building 506 Second Avenue Seattle, Washington 98104
Clark County	James Massey Administrator Clark County CETA P.O. Box 5000 Vancouver, Washington 98663
Yakima County	Bruce Carter, Director Yakima County Div. of Manpower Development 903 Larson Building Yakima, Washington 98901
Washington State	John Swannack, Administrator Employment Development Services Council General Administration Building, Room 208 Olympia, Washington 98504
West Virginia	
West Virginia	J. Howard Henderson, Director Governor's Manpower Director State of West Virginia 5790A MacCorkle Avenue S.E. Charleston, West Virginia 25305 and John Cook, Administrator Adult Training and Retraining Building B, Room 230 Capitol Complex Charleston, West Virginia 25305
Wisconsin	
Madison-Dane Consortium	Lucille Morris, Director Madison-Dane County Employment and Training Consortium 16 North Carroll Street, Suite 700 Madison, Wisconsin 53703
Marathon County	John Cook Manpower Planner P.O. Box 569 427 Fourth Street Wausau, Wisconsin 54401

Prime Sponsor	Contact Person
Wisconsin (cont.)	
Milwaukee County	Mary Ellen Powers Milwaukee County Office of the County Executive 1744 North Farwell Avenue Milwaukee, Wisconsin 53202
Northwest Wisconsin	James Bonney Executive Director 100 West Second Street Madison, Wisconsin 54806
Outagamie County	James Lauer CETA/Outagamie County 400 South Lindwood Avenue Appleton, Wisconsin 54911
Rock County	Kenyon Kies County Administrator Rock County Courthouse Janesville, Wisconsin 53545
State of Wisconsin	Elizabeth Benson Executive Director Governors Manpower Planning Office 30 West Mifflin Street Madison, Wisconsin 53703
TRICO-CETAC Consortium	George Moore Tri-County CETA Consortium 1201 Ohio Street Racine, Wisconsin 53405
W-O-W Consortium	Leonard Cors Chief Manpower Planner W-O-W CET Consortium Waukesha County Courthouse 515 West Moreland Boulevard Waukesha, Wisconsin 53186
Winne-Ford Consortium	Alan J. Wentz, Acting Director Winne-Ford Consortium CETA Wittman County Airport P.O. Box 2685 Oshkosh, Wisconsin 54901
Wyoming	
State of Wyoming	Frank S. Galeotos Director, Division of Manpower Planning and Coordination State Planning Office State Office Capitol Cheyenne, Wyoming 82002

Prime Sponsor	Contact Person
American Samoa	
American Samoa	Sanele Tuiteleleapaga Acting Chief CETA Administration Office Government of American Samoa Pago Pago, American Samoa 96799
Guam	
Guam	Joe R. San Augustin Office of the Governor P.O. Box 2950 Agana, Guam 96910
Trust Territories	
Trust Territories	Podis Pedrus Director of Personnel Trust Territories of the Pacific Islands Saipan, Mariana Islands 96950

Appendix D.
Resource Material

The following is a list of organizations and publications that are useful resources for learning more about the CETA network.

The National Association of Counties (NACO) is an organization of prime sponsors and, perhaps, the most effective CETA lobby. They are well-versed in the operation of various CETA entitlements and can be of assistance in describing the differences between the Reauthorization Act and the original legislation. For further information, write to: The National Association of Counties, Attention Chris Duba, 1735 New York Avenue, N.W., Washington, D.C. 20006. (Telephone: 202-785-9577)

The Employment and Training Reporter is a periodical published by the Bureau of National Affairs and is an excellent source for keeping current on all manpower legislation. The Reporter often provides an early listing of which offices in the Department of Labor are preparing regulations. It has been billed generally as the best written source available for following all aspects of the legislation. For further information, write to: Bureau of National Affairs, 1231 25th Street, N.W., Washington, D.C. 20037. (Telephone: 202-452-4200)

A series of other publications that often provide progress reports on legislation and new CETA occurrences is available on a subscription basis. Among them are:

Education and Work, published by Capitol Publications, Inc., 2430 Pennsylvania Avenue, N.W., Suite G, Washington, D.C. 20037. (Telephone: 202-452-1600)

The ETA Interchange, published by the Employment and Training Administration, Patrick Henry Building, 601 D Street, N.W., Room 10409, Washington, D.C. 20213. (Letters should be addressed Attention: Mattie Battle)

The Manpower and Vocational Education Weekly, published by Capitol Publications, Inc., 2430 Pennsylvania Avenue, N.W., Suite G, Washington, D.C. 20037. (Telephone: 202-452-1600)

The Office of National Programs has responsibility for administering CETA Title III projects. For further information, write to: Lamond Goodwin, Director, Office of National Programs, Employment and Training Administration, Patrick

Henry Building, 601 D Street, N.W., Washington, D.C. 20213.

The Division of Research and Development Utilization of the Employment and Training Administration provide published reports and evaluations of CETA. For further information write to: Division of Research and Development Utilization, Employment and Training Administration, Patrick Henry Building, 601 D Street, N.W., Washington, D.C. 20213.

The Division of Program Plans and Resource Allocations responds to requests about the Department of Labor Youth Programs. It also distributes a quarterly annotated bibliography of writings relevant to youth programs operations and research. For more information write to: Division of Program Plans and Resource Allocations, Employment and Training Administration, Patrick Henry Building, 601 D Street, N.W., Washington, D.C. 20213.

The Department of Labor regional offices are an excellent source for learning about exemplary programs in each region. They also keep all LEA-CETA agreements for each region. These are public documents and can be a great source of information about the implementation of youth programs by prime sponsors and schools.